







**REPORT  
ON  
SURVEY OF LABOUR CONDITIONS  
IN  
SOAP FACTORIES IN INDIA  
(1965-66)**



**LABOUR BUREAU  
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION  
(DEPARTMENT OF LABOUR AND EMPLOYMENT)  
GOVERNMENT OF INDIA**



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## PREFACE

Ever since India entered the industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed, witnessed far reaching changes in the set-up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Soap Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in

a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Advisor of Factories\* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J.N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The preliminary draft of the Report was prepared by Shri A.R. Rao, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H.B.L. Bhatnagar, Assistant Director, who was also responsible for supervising the manual tabulation of data. The contribution made by Shri O.N. Misra, Investigator Gr. I, in finalising the Report also deserves

\*Now designated as Director General, Factory Advice Service and Labour Institutes.

mention. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director. Sarvashri Darshan Lal and K.C. Sharma, Computers, assisted in computation of data. The field investigations were carried out by Sarvashri R.K. Bhargava, Harjinder Singh, L.K. Kanuga, Subhas Chandra Luthra, Vijay Kumar Lohumi, George Jacob, R.N. Tewari, Harish Prakash, A.S. Parmar, Khajan Singh, G.S. Kochhar, M.P. Kanaujia, R.L. Khosla and L.D. Khanna under the supervision of Sarvashri Padmakar Deshpande, Mahesh Chandra, R.N. Mondal and Balwant Singh Bhola. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India.

*Labour Bureau, Simla*  
*dated the 12th July, 1968.*

**K.K. BHATIA**  
*Director*



## CHAPTER I

### INTRODUCTION

#### 1.1. Growth and Location of the Industry

Before the introduction of soap in India, cleaning was done by the use of soap-nuts, wood-ash, *sikkai* and gram flour. In the rural areas, the use of these items as detergents is still prevalent. The first factory to manufacture soap on western lines was started at Meerut in 1879. By 1905, many units engaged in the manufacture of laundry soaps had sprung up and were working on a cottage industry scale. As for toilet and household soaps, India was still dependent on foreign imports to the tune of nearly Rs. 2 crores a year. In 1933-34, Lever Brothers (India) Ltd., (now Hindustan Lever Ltd.), established their factories in India. The Swadeshi movement gave a great fillip to the Indian Soap Industry and in 1935, there were as many as 100 big and small toilet soap manufacturing factories scattered all over the country. On the eve of the Second World War, Indian soap production stood at 75,000 tons and imports declined to about Rs. 4 million from Rs. 16.8 million in 1929-30. The war period was one of prosperity for the Soap Industry. In 1944, the production of soap stood at 1.4 lakh tons of which 10 per cent was milled toilet soap. With the dawn of Independence, this Industry received further impetus. Import of soap, except for some special grades like medicinal soaps, has been banned since 1951. On the other hand, soap exports are encouraged and it is included as one of the items in various trade agreements.

According to the returns received from the States under the Factories Act, 1948, the number of Soap factories in India during 1965 was 86 with an average daily employment of 6,837. State-wise distribution of Soap factories alongwith their respective average daily employment for the year 1965 is given in Statement 1.1.

STATEMENT 1.1.

State-wise Distribution of the Soap Factories in India and Average Daily Employment therein During 1965.

S. No.	State	Number of Factories	Average Daily Employment
1	2	3	4
1.	Andhra Pradesh	3 ( 3.5)	79 ( 1.2)
2.	Bihar	10 (11.6)	149 ( 2.2)
3.	Gujarat	3 ( 3.5)	234 ( 3.4)
4.	Kerala	6 ( 7.0)	1,138 (16.6)
5.	Madhya Pradesh	4 ( 4.7)	58 ( 0.8)
6.	Madras	9 (10.5)	202 ( 3.0)
7.	Maharashtra	19 (22.1)	2,735 (40.0)
8.	Mysore	7 ( 8.1)	401 ( 5.9)
9.	Punjab	2 ( 2.3)	65 ( 0.9)
10.	Uttar Pradesh	4 ( 4.6)	232 ( 3.4)
11.	West Bengal	18 (20.9)	1,499 (21.9)
12.	Delhi	1 ( 1.2)	45 ( 0.7)
GRAND TOTAL		86 (100.0)	6,837 (100.0)

NOTE:—Figures shown in brackets are percentages to total.

SOURCE: —Returns received under the Factories Act, 1948 for the year 1965.



It is seen from the Statement that, judging from the establishment angle, the Industry is mainly concentrated in Maharashtra which accounted for about 22 per cent of the factories in 1965, followed by West Bengal (about 21 per cent of factories), Bihar (about 12 per cent of factories) and Madras (about 10 per cent of factories). Judged from the number of workers employed, also, Maharashtra occupies the top position, accounting for 40 per cent of the total number of workers employed in the Industry in the country in 1965, followed by West Bengal accounting for about 22 per cent of total employment. Next came Kerala which had about 17 per cent of the total employment in the Industry.

## 1.2. Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929-31. On the basis of its report and findings, various ameliorative measures were introduced by the Government in the field of Labour. After a lapse of over a decade, *i.e.*, in 1944, the Government of India appointed another Committee *viz.*, the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were enforced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in the conditions of work and wages in various industries. Above all, the attainment of Independence by the country in 1947 gave a new status to the working classes. With a view to evaluating and assessing the effects of the various measures adopted, the Ministry of Labour and Employment as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted. Such a survey, it was felt, would also help the Government in obtaining a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Bureau envisaged coverage of 46 industries according to a phased programme in four rounds.

The Soap Industry was not surveyed as a separate industry by the Labour Investigation Committee during 1944-45, presumably because this industry was not an important one at that time. However, since now the Industry has developed significantly and employs about seven thousand workers, it was considered desirable to include it in the scope of the present Survey. As such, Soap Industry was covered as one of the 18 industries during the fourth round of the Survey of Labour Conditions.

## 1.3. Scope and Design.

A note given as Appendix to this Report contains details relating to the sample design and the method of estimation adopted for arriving at results. In view of the absence of a complete list of all Soap factories in the

country, the scope of the Survey was confined to the factories registered under the Factories Act, 1948. The list of the registered factories for the year 1963, which was used as the frame (except in case of Maharashtra and Andhra Pradesh for which the list related to the year 1962) indicated heavy concentration of Soap factories in Maharashtra and West Bengal. It was, therefore, considered desirable to obtain separate estimates for them and hence these two States were treated as separate centres. All other Soap factories scattered in the remaining States were clubbed together to form the Residual Group.

Since earlier investigations in different industries had indicated the existence of wide variations in the conditions of work, standard of welfare and amenities, etc., in the establishments of different sizes in each industry, it was felt that it would be useful to have separate data for units of different sizes. It was, therefore, decided that for purposes of the Survey factories engaged in the manufacture of Soap should be divided into two size groups—large and small. For this purpose, the cut-off point chosen was 90, which was approximately equal to the average size of employment per factory. As regards the sample size, 25 per cent of the large size and 12.5 per cent of the small size units were considered to be adequate to yield reliable results. However, in the course of the Occupational Wage Survey 1958-59 conducted by the Bureau, it was noticed that a large number of sampled units could not be canvassed either because of their changing the line of production or because some of them went out of business before they could be canvassed. In order to safeguard against the possible shrinkage of the sample size due to the above mentioned contingencies, the sample size was enlarged in the light of the above experience and on the basis of a study of closures for the past few years as revealed by the annual list of registered Soap factories. The sampling fraction ultimately adopted was 50 per cent for large factories and 20 per cent for small factories. Statement 1.2 shows the number of Soap factories together with the number of workers employed therein (a) in the frame, (b) in the sample and (c) in the sample actually covered.

**STATEMENT 1.2**  
**Number of Soap Factories and Workers Employed therein in the Frame, Sample, etc.**

Centre	In the Frame		In the Sample Selected		In the Sample Ultimately Covered	
	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed
1	2	3	4	5	6	7
1. Maharashtra	20	2,957	6 (30.0)	2,089 (70.6)	6 (30.0)	2,089 (70.6)
(a) Large Factories	5	2,586	3 (60.0)	2,036 (78.7)	3 (60.0)	2,036 (78.7)
(b) Small Factories	15	371	3 (20.0)	53 (14.3)	3 (20.0)	53 (14.3)
2. West Bengal	17	1,675	5 (29.4)	1,255 (74.9)	5 (29.4)	1,255 (74.9)
(a) Large Factories	3	1,288	2 (66.7)	1,159 (90.0)	2 (66.7)	1,159 (90.0)
(b) Small Factories	14	387	3 (21.4)	96 (24.8)	3 (21.4)	96 (24.8)

STATEMENT 1.2 (contd.)

1	2	3	4	5	6	7
3. Residual	54	3,038	14 (25.9)	1,835 (60.4)	12 (22.2)	1,712 (56.4)
(a) Large Factories	7	1,909	4 (57.1)	1,532 (80.3)	3 (42.9)	1,429 (74.9)
(b) Small Factories	47	1,129	10 (21.3)	303 (26.8)	9 (19.1)	283 (25.1)
4. All-India	91	7,670	25 (27.5)	5,179 (67.5)	23 (25.3)	5,056 (65.4)
(a) Large Factories	15	5,783	9 (60.0)	4,727 (81.7)	8 (53.3)	4,624 (80.0)
(b) Small Factories	76	1,887	16 (21.1)	452 (24.0)	15 (19.7)	432 (22.9)

NOTE:—Figures within brackets are percentages to respective totals in the frame.

From the figures given in the Statement (1.2), it would be seen that the Survey ultimately covered nearly 25 per cent of the Soap factories in the country and about 66 per cent of the workers employed therein. Since only those factories fell in the sample as featured in the frame and as it was not possible to take account of the new factories which came into being up to and during the period of the Survey, the information given in this Report should be treated to relate to conditions in the factories which were in existence during the period to which the frame relates (*i.e.*, 1962-63) and which continued to exist at the time of the Survey (1965-66).

The data for the Survey were collected by the field staff of the Labour Bureau by personal visits to the sampled establishments. With a view to testing the schedule and instructions prepared for the Survey as also to impart practical training to the field staff, a pilot enquiry was conducted in September-October, 1959, before taking up the first round of the main Survey of Labour Conditions Scheme in December, 1959. On the basis of the experience gained in the pilot enquiry, the schedule and instructions were suitably revised. However, the schedule used for collection of the required information in the fourth round differed from that used in earlier three rounds. Since the information pertaining to absenteeism, labour turnover, pay period and earnings of production workers was already being collected under other schemes of the Bureau *viz.*, Occupational Wage Survey, Annual Survey of Industries, etc., it was decided not to collect such information under the fourth round of the Survey of Labour Conditions Scheme and hence the schedule\* was revised accordingly. Some minor changes in the block relating to Works Committees were also made.

The field investigations were launched in April, 1965 and were completed in February, 1966. Hence, the information collected, except where specifically mentioned, should be treated to relate to this period *i.e.*, 1965-66.

\*The schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India.

## CHAPTER II

### EMPLOYMENT

During the course of the present Survey, with a view to ensuring comparability as well as uniformity of statistics collected from different sampled establishments, data pertaining to employment were collected as on a fixed date, *i.e.*, March 31, 1965. The Survey results show that, on this date, the estimated total number of workers employed in the Soap Industry was 9,306. This estimate, however, differs from the statistics furnished under the Factories Act, 1948, according to which the total employment strength of such factories was 6,837 for the year 1965. The main reason for the difference between the two sets of figures is that whereas the former represents the estimate based on the actual number of persons on roll on a particular date, the latter shows the average daily employment for the whole year. Besides, while the former includes even those employees who, though employed in registered factories, were deemed to be 'not covered' under the Factories Act, 1948, the latter figure does not take such employees into account.

#### 2.1. Composition of the Working Force

2.1.1. *Distribution by Broad Occupational Groups* : For the purposes of the present Survey, the internationally accepted classification\* of employees was followed, according to which the workers have been classified into the following categories:—

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

Based on the above classification, the number of workers on roll by different occupational groups as revealed by the Survey is given in Statement 2.1.

STATEMENT 2.1  
Estimated Percentage Distribution of Workers† by Broad Occupational Groups in the Soap Industry  
(31st March, 1965)

Centre	Estimated Percentage of Workers					
	Total Number of Workers (Estimated)	Professional, Technical and Related Personnel	Administrative, Executive & Managerial Personnel	Clerical & Related Workers (including Supervisory)	Production & Related Workers (including Supervisory)	Watch & Ward and other Services
1	2	3	4	5	6	7
1. Maharashtra	3,986	6.1	0.9	9.7	77.9	5.4
(a) Large Factories	3,583	5.8	0.4	10.1	78.1	5.6
(b) Small Factories	403	8.2	5.0	6.4	76.9	3.5
2. West Bengal	2,226	5.1	2.7	5.8	80.7	5.7
(a) Large Factories	1,886	4.8	2.5	4.7	83.1	4.9
(b) Small Factories	340	7.1	3.5	11.8	67.3	10.3

\*International Standard Classification of Occupations.

†'Covered' as well as 'Not Covered' Under the Factories Act, 1948.

STATEMENT 2.1 (contd.)

1	2	3	4	5	6	7
3. Residual	3,094	4.4	1.5	13.0	75.9	5.2
(a) Large Factories	1,886	4.2	0.7	14.7	74.6	5.8
(b) Small Factories	1,208	4.6	2.7	10.4	78.1	4.2
4. All-India	9,036	5.3	1.5	9.9	77.9	5.4
(a) Large Factories	7,355	5.1	1.0	9.9	78.5	5.5
(b) Small Factories	1,951	5.8	3.3	9.8	76.0	5.1

The Statement (2.1) shows that an overwhelming majority of the working force in the Industry belonged to the group 'Production and Related Workers (including Supervisory)', their percentage to the total being about 78. The proportion of workers belonging to this group did not vary widely from one centre to another, the range being from about 76 per cent in the Residual Group to about 81 per cent in West Bengal. The next important group was 'Clerical and Related Workers (including Supervisory)' which accounted for about 10 per cent of the total working force. 'Watch and Ward and Other Services' and 'Professional, Technical and Related Personnel' constituted about 5 per cent each of the total estimated employment. 'Administrative, Executive and Managerial Personnel' constituted the remaining working force. As between large and small factories at the all-India level, there was not much variation.

2.1.2. *Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948.*—According to the Factories Act, 1948, a worker has been defined as "a person employed directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises uses for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of manufacturing process". It was observed during the Survey that there was no uniformity with regard to the above definition and, consequently, while some units had included certain categories of employees among those covered under the Factories Act, others tended to exclude them. On the basis of the present Survey, it is estimated that workers who were not covered under the Factories Act formed only about 8 per cent of the total working force. Details of workers 'covered' and 'not covered' in different occupational groups are given in Statement 2.2.

STATEMENT 2.2

Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948 in the Soap Industry (31st March, 1965).

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)		Production and Related Workers (including Supervisory)		Watch and Ward and other Services		Total	
	C NC		C NC		C NC		C NC		C NC		C NC	
	2	3	4	5	6	7	8		10	11	12	13
1. Maharashtra	88.8	11.2	55.6	44.4	42.0	8.0	100.0	—	96.7	3.3	98.0	2.0
(a) Large Factories	89.9	10.1	43.7	56.3	95.0	5.0	100.0	—	100.0	—	98.7	1.3
(b) Small Factories	81.8	18.2	65.0	35.0	50.0	50.0	100.0	—	50.0	50.0	91.8	8.2
2. West Bengal	77.2	22.8	20.0	80.0	84.4	15.6	100.0	—	81.9	18.1	94.7	5.3
(a) Large Factories	93.3	6.7	16.7	83.3	100.0	—	100.0	—	100.0	—	97.6	2.4
(b) Small Factories	16.7	83.3	33.3	66.7	50.0	50.0	100.0	—	34.3	65.7	79.1	20.9

STATEMENT 2.2 (contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13
3. Residual	41.5	58.5	28.9	71.1	22.3	77.7	100.0	—	49.7	50.3	83.7	16.3
(a) Large Factories	32.9	67.1	50.0	50.0	14.0	86.0	100.0	—	42.7	57.3	80.9	19.1
(b) Small Factories	53.6	46.4	21.2	78.8	40.8	59.2	100.0	—	64.7	35.3	88.1	11.1
4. All-India	73.1	26.9	31.9	68.1	60.4	39.6	100.0	—	77.9	22.1	92.4	7.6
(a) Large Factories	78.8	21.2	27.6	72.4	64.7	35.3	100.0	—	84.3	15.7	93.8	6.2
(b) Small Factories	54.0	56.0	36.9	63.1	44.0	56.0	100.0	—	52.0	48.0	87.3	12.7

C—Covered NC—Not Covered.

It would appear from the Statement that there was no difference of opinion in respect of 'Production and Related Workers' as all such workers were uniformly being treated as covered under the Factories Act. The proportion of workers 'not covered' in the remaining groups was the highest (about 68 per cent) in the group 'Administrative, Executive and Managerial Personnel' and the lowest (about 22 per cent) in 'Watch and Ward and Other Services'. The difference between large and small factories in the Industry as a whole in this respect deserves special mention. The proportion of the workers 'not covered' under the Factories Act, 1948, in small factories was slightly more than double of that in large ones.

A further examination of the data shows that of the total workers covered under the Act, about 4 per cent belonged to the group 'Professional, Technical and Related Personnel', about 7 per cent to 'Clerical and Related Workers', about 84 per cent to 'Production and Related Workers' and about 5 per cent to 'Watch and Ward and Other Services'. The proportion of 'Administrative, Executive and Managerial Personnel' was found to be negligible. Similarly, the break-up of the total number of workers 'not covered' under the Act was about 19, 52, nil, 16 and 13 per cent for the above mentioned groups respectively.

## 2.2. Employment of Women

Employment of women, though not uncommon in the Soap Industry, was not of significant proportion. The Survey results show that although about 34 per cent of the units were found employing women, their proportion to the total employment in the Industry was only about 3 per cent. The estimates regarding employment of women workers, based upon the results of the Survey, are presented in Statement 2.3.

STATEMENT 2.3  
Estimated Proportion of Women Workers to the Total Working Force in the Soap Industry  
(31st March, 1965)

Centre	Total Number of Factories*	Percentage of Factories Employing Women	Total Number of Workers†	Percentage of Women Workers (of Col. 4)	Percentage of Women Workers to the Total number of Women Workers in the Industry
1	2	3	4	5	6
1. Maharashtra	19	17.5	3,986	3.6	47.5
(a) Large Factories	5	66.6	3,583	4.1	57.3
(b) Small Factories	14	—	—	—	—

\*This number does not tally with the number of factories in Statement 1.2. The difference is due to the fact that some factories were found closed at the time of the Survey

†Both, 'Covered' and 'Not Covered' under the Factories Act, 1948

STATEMENT 2.3 (contd.)

1	2	3	4	5	6
West Bengal	16	36.4	2,226	0.3	2.3
(a) Large Factories	3	50.0	1,886	0.2	1.2
(b) Small Factories	13	33.3	340	1.2	7.7
Residual	47	40.4	3,094	5.0	50.2
(a) Large Factories	5	100.0	1,886	5.6	41.5
(b) Small Factories	42	33.3	1,208	4.0	92.3
All-India	82	34.3	9,306	3.3	100.0
(a) Large Factories	13	75.6	7,355	3.4	100.0
(b) Small Factories	69	26.6	1,951	2.7	100.0

The Statement shows that the proportion of women workers was the highest (5 per cent) in the Residual Group and the lowest (0.3 per cent) in West Bengal. About 50 per cent of the total number of women workers were employed in the Residual Group of factories, nearly 48 per cent in Maharashtra and the rest (*i.e.*, 2 per cent) in West Bengal.

Data collected during the course of the Survey in respect of the distribution of women workers according to various occupational groups show that as many as about 85 per cent of them were engaged in production and related processes and the rest were employed as Watch and Ward Staff (about 8 per cent), 'Clerical and Related Workers' (about 5 per cent) and 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' (about 1 per cent each). As 'Production Workers', women were generally employed for packing work. As Watch and Ward Staff, they were usually engaged for sweeping and cleaning the factory premises. Those belonging to the group 'Clerical and Related Workers' were employed as clerks, telephone operators, etc. No particular reason for the employment of women workers was given by employers except that for certain jobs women were more suitable.

### 2.3. Child Labour

None of the Soap factories covered during the course of the Survey was found to be employing child labour.

### 2.4. Time-rated and Piece-rated Workers

The piece-rate system of payment was not prevalent in any of the Soap factories visited during the course of the Survey. All production workers employed directly as well as through contractors and covered under the Factories Act, 1948, were time-rated.

### 2.5. Contract Labour

Employment of workers through contractors was not common in the Soap Industry. The present Survey reveals that about two-thirds of the large factories in Maharashtra (comprising hardly 4 per cent of the units in the country) employed such workers and they formed about 4 per cent of the total 'Production Workers' in the Industry. No contract labour was employed in any of the factories surveyed in West Bengal and Residual Group. Contract labour was employed on jobs like loading and unloading of goods from railway wagons, etc. Lower rates of wages and temporary

nature of work were reported to be the main reasons for the employment of contract labour.

## 2.6. System of Recruitment

At the time of the Survey, different methods of engaging workers were found prevalent in the Soap Industry but the most popular method was direct recruitment at the factory gate. Of the total number of workers employed on the specified date, viz., 31st March, 1965, about 79 per cent were found to have been recruited through this method. Those recruited through Employment Exchanges and through advertisements accounted for about 11 and 6 per cent of the workers respectively. The remaining 4 per cent were recruited through Selection Committees, Managing Directors, etc.

As regards the system of recruitment in different centres, it was found that in Maharashtra nearly 85 per cent of the workers were recruited at the factory gate, about 11 per cent through advertisements and interview and the remaining about 4 per cent through Employment Exchanges. In West Bengal, nearly 71 per cent of the workers were recruited at the factory gate, 23 per cent through Employment Exchanges and the rest (*i.e.*, 6 per cent) through advertisements and interview or by the Managing Directors. In the factories located in the Residual Group, about 78 per cent of the workers were recruited at the factory gate, about 12 per cent through Employment Exchanges and the remaining 10 per cent through interview by a Selection Committee or Board.

## 2.7. Employment Status

In the course of the present Survey, information was collected regarding the employment status of 'Production and Related Workers' employed directly by the managements and covered under the Factories Act, 1948. It may be pointed out that the classification of workers into different categories of employment status viz., permanent, temporary, probationers, etc., is regulated by Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946. However, since only those establishments which employed 100 or more workers were under an obligation to frame Standing Orders under the Act, all establishments did not have such Orders. Therefore, in the case of those units where framing of Standing Orders was not obligatory, or the same had not been otherwise framed, reliance had to be placed on the version of the management regarding the employment status of their workers. Data collected during the course of the Survey are presented in Statement 2.4.

**STATEMENT 2.4**  
**Estimated Percentage Distribution of 'Production and Related Workers' by Employment Status in the Soap Industry**  
**(31st March, 1965)**

Centre	Total Number of Production Workers*	Percentage distribution of workers						
		Permanent Workers	Probationers	Temporary Workers	Badlis	Casual Workers	Apprentices	
							Paid	Unpaid
1	2	3	4	5	6	7	8	
1. Maharashtra	2,840	66.3	--	17.1	0.3	16.2	0.1	--
(a) Large Factories	2,530	67.9	--	13.7	0.1	18.2	0.1	--
(b) Small Factories	320	53.2	--	44.9	1.9	--	--	--

\*Covered under the Factories Act, 1948, and employed directly.



STATEMENT 2.4 (contd.)

1	2	3	4	5	6	7	8
2. West Bengal	1,797	73.8	—	5.7	—	19.8	0.7
(a) Large Factories	1,568	76.1	—	0.4	—	22.7	0.8
(b) Small Factories	229	58.5	—	41.5	—	—	—
3. Residual	2,350	90.7	—	6.6	—	2.1	0.6
(a) Large Factories	1,407	95.2	—	1.5	—	2.2	1.1
(b) Small Factories	943	84.0	—	14.1	—	1.9	—
4. All-India	6,987	76.5	—	10.6	0.1	12.4	0.4
(a) Large Factories	5,505	77.2	—	6.8	0.1	15.4	0.5
(b) Small Factories	1,482	73.6	—	24.8	0.4	1.2	—

It is estimated that about 76 per cent of the 'Production Workers' in the Industry were permanent, about 12 per cent casual and about 11 per cent temporary. The rest consisted of *badlis* and apprentices. The percentage of permanent workers was the highest (90.7) in the Residual Group and the lowest (66.3) in Maharashtra. The proportion of permanent workers was invariably higher in large factories as compared to small establishments. Similarly, the percentage of temporary workers was the highest (about 17) in Maharashtra and the lowest (about 6) in West Bengal. The percentage of casual workers was about 20 in West Bengal, nearly 16 in Maharashtra and about 2 in the Residual Group. No system of engaging probationers was found in any of the units surveyed.

## 2.8. Length of Service

During the present Survey, a study of the distribution of workers according to their length of service was made in respect of 'Production and Related Workers' covered under the Factories Act, 1948, and employed directly by the managements. The data are presented in Statement 2.5.

STATEMENT 2.5  
Estimated Percentage Distribution of 'Production and Related Workers' Employed Directly  
According to Length of Service in the Soap Industry.  
(31st March, 1965).

Centre	Total Number of Production Workers*	Percentage Distribution of Workers having Length of Service of				
		Under 1 year	1 year & more but under 5 years	5 years & more but under 10 years	10 years & more but under 15 years	15 years & more
1	2	3	4	5	6	7
1. Maharashtra	2,840	35.2	9.2	7.4	5.3	42.9
(a) Large Factories	2,530	33.8	8.2	5.9	4.7	47.4
(b) Small Factories	310	46.8	17.1	19.0	10.6	6.5
2. West Bengal	1,797	27.6	8.0	13.8	8.0	42.6
(a) Large Factories	1,568	24.0	6.2	14.3	8.4	47.1
(b) Small Factories	229	52.0	20.5	10.5	5.2	11.8
3. Residual	2,350	8.7	21.3	24.2	14.0	31.8
(a) Large Factories	1,407	3.8	17.4	22.9	19.0	36.9
(b) Small Factories	943	16.0	26.9	26.2	6.7	24.2
4. All-India	6,987	24.4	12.9	14.7	8.9	39.1
(a) Large Factories	5,505	23.4	10.0	12.6	9.4	44.6
(b) Small Factories	1,482	28.0	23.9	22.3	7.3	18.5

\*Covered' under the Factories Act, 1948 and employed directly.

It will be seen from the Statement (2.5) that a majority (about 39 per cent) of 'Production Workers' in the Industry were having more than 15 years' service to their credit as on March 31, 1965. Nearly 24 per cent of the workers had put in more than 5 years' but less than 15 years' service and almost the same percentage of workers had less than 1 year of service to their credit. Between large and small factories, the former accounted for 54 per cent of workers having 10 years or more of service while the latter had only about 26 per cent of the workers in this category.

As among different centres, Maharashtra was found to have the highest percentage in respect of two categories of workers *i.e.*, those having more than 15 years' service (about 43 per cent) and those with less than one year's service (about 35 per cent), followed in order by West Bengal and the Residual Group.

## 2.9. Absenteeism and Labour Turn-over

No information in regard to the extent of absenteeism and labour turn-over was collected from this Industry during the Survey as the Bureau was already collecting this information under the Annual Survey of Industries both in respect of permanent and temporary 'Production Workers' and it was expected that the same could be utilised for this Report also. Since the data collected during the Annual Survey of Industries, 1964, are still in the processing stage, no use could be made of them in this report. However, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism and labour turn-over. The information collected has revealed that about 14 per cent of the factories in the country, all large sized, had adopted some special measures like granting of bonus leave, issue of warnings and taking disciplinary action for unauthorised absence, etc., to check absenteeism. None of the units in Maharashtra had adopted any such measures.

As regards steps taken to check labour turnover, only about 2 per cent of the units in the Industry had adopted some measures like payment of high rates of wages and annual bonus.

## 2.10. Regulation of Employment of *Badli* and Casual Labour

The system of employment of *badli* workers was in vogue in about one-third of the factories in Maharashtra (comprising about 8 per cent of the Soap factories in the country) but there was no system of regulating their employment. Casual workers were engaged in about 13 per cent of the Soap factories. Of these, about 56 per cent., comprising about 24 per cent of large and all small factories, had taken some steps to regulate the employment of casual labour by appointing them in regular vacancies according to seniority.

## 2.11. Training and Apprenticeship

The Survey has revealed that training and apprenticeship facilities had been provided in only about 6 per cent of the Soap factories in the country. As regards the different centres, the proportion of such factories was about 9 per cent each in West Bengal and Maharashtra and about 4 per cent in the Residual Group. The facilities had been provided in large factories only. Besides regular schemes which existed in all the units.

about one-third had *ad hoc* schemes as well. The managements of all the units providing training facilities insisted on written contracts.

Training was being imparted in trades like Engineering and Laboratory Control and also in such jobs as those of Fitters, Moulders, Turners, etc. The period of training varied from six months to five years depending upon the nature of the trade and the degree of skill aimed at. All the factories imparting training were paying some remuneration to the trainees. The rate at which payment was being made differed from factory to factory and even within a factory from trade to trade and ranged from Rs. 25 to Rs. 60 per month for Turners, Fitters, etc. The engineering and analytical laboratory trainees were paid a remuneration which varied from Rs. 95 to Rs. 150 per month. None of the factories guaranteed employment to the trainees after completion of the training period.

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## CHAPTER III

### WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revisions since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963-65).

#### 3.1. Earnings

3.1.1. *Average Daily Earnings of Different Categories of Workers.*—The data on earnings and pay-period in respect of 'Production Workers' and 'All Workers' were not collected during the present Survey as the same were already available in the Bureau, having been collected under the Occupational Wage Survey. Since the data collected are yet being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the Survey, therefore, relate to only four categories of workers viz., 'Professional, Technical and Related Personnel', 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers' and 'Watch and Ward and Other Services'. The information relates to the pay-period preceding the specified date *i.e.*, 31st March, 1965, and is in respect of the workers covered under the Factories Act, 1948. The data so collected appear in Statement 3.1.

STATEMENT 3.1

**Estimated Average Daily Earnings of Workers\* by Broad Occupational Groups in the Soap Industry  
(March, 1965)**

Centre	(In Rupees)			
	Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5
1. Maharashtra	24.36	26.28	16.71	8.81
(a) Large Factories	27.33	55.98	16.92	8.96
(b) Small Factories	5.97	9.80	10.38	5.18
2. West Bengal	29.56	32.25	16.97	5.85
(a) Large Factories	30.12	43.09	19.29	6.11
(b) Small Factories	17.99	10.96	6.71	3.17
3. Residual	9.73	10.68	6.18	3.81
(a) Large Factories	11.06	14.56	6.60	4.58
(b) Small Factories	8.39	7.48	5.92	2.75
4. All-India	23.44	23.33	15.04	6.64
(a) Large Factories	26.64	39.62	16.58	7.43
(b) Small Factories	7.87	9.31	6.67	3.16

\*'Covered' under the Factories Act, 1948.

It will be seen from the Statement (3.1) that the average daily earnings of the workers belonging to group 'Professional, Technical and Related Personnel' were the highest (Rs. 23.44), closely followed by 'Administrative,

Executive and Managerial Personnel' (Rs. 23.33), and the lowest for 'Watch and Ward and Other Services', being Rs. 6.84. Workers belonging to the group 'Clerical and Related Workers (including Supervisory)' earned on an average, Rs. 15.04 per day. The average daily earnings of the workers belonging to all the four above mentioned categories were very much higher in large factories as compared to small ones, both at the all-India level as well as centre level. Further, the earnings of all the four categories of workers were lower in the Residual Group of factories as compared to those in Maharashtra and West Bengal. The pay-period for the above-mentioned four categories of workers was a month.

3.1.2. *Average Daily Earnings of All Workers*—Following Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in Soap factories in the country. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948 i.e., factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

**STATEMENT 3.2**  
**Average Daily Earnings of All Workers by Components in the Soap Industry**  
**(1965)**

Component	Average Daily Earnings	Percentage
1	2	3
	(Rs.)	
1. Basic Wages	4.17	55.38
2. Cash Allowances (including dearness allowance)	2.86	37.98
3. Bonus	0.49	6.51
4. Money Value of Concessions	*	
5. Arrears	0.01	0.13
Total	7.53	100.00

\*Less than Re. 0.005

It would appear from the Statement that basic wages alone accounted for about 55 per cent of the total earnings, followed by cash allowances (38 per cent). The contribution of bonuses was about 7 per cent. Money value of concessions and arrears accounted for a negligible proportion of the total earnings

### 3.2. Dearness Allowance

It is estimated that in the country, as a whole, only about 14 per cent of the Soap factories, representing about 87 per cent of the large units, were paying a separate dearness allowance to their workers. Among the different centres, a separate dearness allowance was being paid in about 19 per cent of the units in West Bengal, 18 per cent in Maharashtra and about 11 per cent in the Residual Group. None of the small factories surveyed was paying any separate dearness allowance to its workers. Of the factories

paying dearness allowance, in about 71 per cent the rate of dearness allowance was linked with the Consumer Price Index Number, while in nearly 15 per cent it was paid at a flat rate. In the remaining units, different rates were found to have been fixed for different income slabs. Of the factories which had linked the dearness allowance with the Consumer Price Index Number, two each were located in Maharashtra and West Bengal and one in the Residual Group. In the two factories located in Maharashtra, the dearness allowance was linked with the Working Class Consumer Price Index Number for Bombay (Base: July, 1933 to June, 1934=100). In West Bengal, one factory had linked it with the Working Class Consumer Price Index Number for Calcutta (Base: 1944=100) and the other with the Middle Class Consumer Price Index for Calcutta (Base : August, 1939=100). In the factory located in the Residual Group, dearness allowance was linked with the Working Class Consumer Price Index Number for Ernakulam (Base: August, 1939=100).

### 3.3. Other Allowances

3.3.1 *Production/Incentive Bonus*.—The Survey results show that the practice of paying production/incentive bonus was not common in the Soap Industry as only about 6 per cent of the units in the country were paying this bonus. Of the factories covered in the Survey, only three large units one in Maharashtra and two in the Residual Group—were paying this bonus to the employees when production exceeded a prefixed norm. So far as the type of workers eligible for the bonus is concerned, in one unit it was paid to all workers, in the other to production workers only and in the third to those employed in the Packing Section only. The rates at which this bonus was paid differed from occupation to occupation in all the units.

3.3.2. *Night Shift Allowance*.—Night shift allowance was being paid in nearly 10 per cent of all Soap factories at the all-India level, comprising about 18 per cent of the factories in Maharashtra, 19 per cent in West Bengal and about 4 per cent in the Residual Group. Generally, 'Production Workers' were receiving this allowance. However, in one of the large factories surveyed in the Residual Group, this allowance was payable to all workers. Wherever the system of payment of this allowance existed, the rates of payment differed from unit to unit and ranged between 6 Paise and 25 Paise per night shift according to different pay scales.

3.3.3. *Houses Rent Allowance*.—The practice of paying some house rent allowance to workers existed in only one of the large factories surveyed in the Residual Group. All those workers who had not been provided housing accommodation by the unit were given house rent allowance at the rate of Rs. 10 per month, if their basic pay was less than Rs. 140 per month. For those getting basic pay of Rs. 140 and up to Rs. 320 per month, the amount of house rent allowance was Rs. 13 per month. No such allowance was paid to those getting basic pay more than Rs. 320 per month.

3.3.4. *Transport or Conveyance Allowance*.—Only one of the large factories surveyed in Maharashtra was paying transport or conveyance allowance to the professional, technical and clerical workers who had been in employment of the unit before 15th August, 1955. The rate of payment was Rs. 6.50 per month.

3.3.5. *Attendance Bonus*.—None of the units surveyed in the Soap Industry paid any attendance bonus to workers.

**3.3.6. Other Cash Allowances.**—Certain Other allowances, such as factory allowance, duty allowance and compensatory allowance, were being paid to workers in some of the units surveyed. Factory allowance was being paid in a large factory in Maharashtra to all workers at the rate of 10 per cent of basic pay/wages. Similarly, one large factory in the Residual Group paid compensatory allowance to Supervisor, Manager, Foreman, etc. at rates ranging between Rs. 30 and Rs. 80 per month. Duty allowance was paid in two large factories, one in Maharashtra and the other in the Residual Group. In the factory in Maharashtra, this allowance was payable to all non-technical time-rated staff working in departments connected with production. The rate for daily-rated workers was Re. 0.37 per day while it was 10 per cent of basic pay for monthly-rated workers. In the factory in the Residual Group, this allowance was paid to clerical and watch and ward staff at rates varying from Rs. 5 to Rs. 10 per month.

### **3.4. Bonuses**

**3.4.1. Annual/Year-end Bonus.**—The practice of paying annual or year-end bonus was found to be in vogue in about 65 per cent of the Soap factories in the country, comprising nearly 87 per cent of large and about 61 per cent of small factories. The proportion of such factories was about 77 per cent in the Residual Group, nearly 75 per cent in Maharashtra and about 19 per cent in West Bengal. The schemes were regular in about 68 per cent of the units and irregular in the remaining 32 per cent.

In most of the units paying year-end bonus, all workers who had worked for a certain minimum period (varying from 30 days to 240 days) during the bonus year were covered under the scheme. However, in one of the large units surveyed in Maharashtra, it was found that only permanent workers were entitled to receive bonus. In about 73 per cent of the units, payment of annual bonus was at the discretion of the management while in the rest (about 27 per cent) it was paid as a result of agreements between the employers and the employees. The rate of payment varied widely. It ranged from 15 days' basic wages to four months' basic pay. In some of the factories, the quantum of bonus was determined on the basis of a fixed percentage, say 10 per cent or 20 per cent of the total basic pay earned during the year to which bonus related.

**3.4.2. Festival Bonus.**—The practice of paying festival bonus was found to be prevalent in about 19 per cent of the small factories, comprising about 16 per cent of the Soap factories in the country. In West Bengal, nearly 54 per cent of the Soap factories reported payment of festival bonus. The percentage of factories paying this bonus was very small (about 10 per cent) in the Residual Group. None of the units surveyed in Maharashtra was paying any festival bonus. The scheme was regular in about 68 per cent of the units and irregular in the remaining 32 per cent. Though in all the factories all categories of workers were entitled to receive bonus, its payment depended everywhere on the discretion of the management. Completion of one year's service or permanency was, generally the condition for eligibility to bonus payment. As regards rates of payment, they differed from unit to unit and ranged between 20 days' and 30 days' consolidated wages.

**3.4.3. Profit-sharing Bonus**—Only one large factory in the Residual Group, comprising about 2 per cent of the Soap factories in the country, reported payment of profit-sharing bonus to its employees. The scheme was regular and covered all categories of workers who had worked for a minimum period

of 150 days during the bonus year. The scheme was framed as a result of an agreement between the management and the workers. The scale of bonus was as under:—

	<i>Annual Bonus Payable</i>
(i) Production or profits exceeding by 5 to 8 per cent.	1/12th of the total basic earnings
(ii) Production or profits exceeding by more than 8 but up to 12½ per cent.	1/6th of the total basic earnings.
(iii) Production or profits exceeding by more than 12½ but up to 16 per cent.	1/4th of the total basic earnings
(iv) Production or profits exceeding by more than 16 per cent.	1/3rd of the total basic earnings.

### 3.5. Fines and Deductions

The present Survey has shown that the practice of imposing fines on workers for certain acts of omission or commission existed in only two large factories surveyed in the Residual Group, comprising about 4 per cent of the Soap factories in the country. Fines register, as required under the law, was being maintained in both the units. It was reported that the fines imposed were within the limits prescribed by the Payment of Wages Act, 1936. The lists showing acts of omission and commission for which fines could be imposed were approved by the concerned authority. The amounts received in the form of fines were being utilised for welfare purposes, library and *Ayoda Pooja*.

Only about 7 per cent of the factories in the Residual Group, comprising about 4 per cent of the units in the Soap Industry, were reported to be making deduction for damages, etc., from the wages of workers and, in all of them, they were in conformity with the Payment of Wages Act, 1936. These were all large factories.

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## CHAPTER IV

### WORKING CONDITIONS

Working conditions obtaining in industries in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a good deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Soap Industry as observed at the time of the Survey.

#### 4.1. Shifts

The Survey results show that nearly 80 per cent of the Soap factories in the country were working only one shift daily. Factories which worked three and four shifts daily constituted about 18 and 2 per cent respectively. Details appear in Statement 4.1.

STATEMENT 4.1  
Estimated Percentage of Soap Factories According to Number of Shifts.  
(1965-66).

Centre	Number of Factories	Percentage of Factories having				Percentage of Factories having Night-Shifts
		One shift	Two shifts	Three shifts	Four shifts	
1	2	3	4	5	6	7
1. Maharashtra	19	73.7	—	17.5	8.8	26.3
(a) Large Factories	5	—	—	66.6	33.4	100.0
(b) Small Factories	14	100.0	—	—	—	—
2. West Bengal	16	81.2	—	18.8	—	18.8
(a) Large Factories	3	—	—	100.0	—	100.0
(b) Small Factories	13	100.0	—	—	—	—
3. Residual	47	83.0	—	17.0	—	17.0
(a) Large Factories	5	33.4	—	66.6	—	66.6
(b) Small Factories	42	88.9	—	11.1	—	11.1
4. All-India	62	80.5	—	17.5	2.0	19.5
(a) Large Factories	13	12.8	—	74.3	12.9	87.2
(b) Small Factories	69	93.2	—	6.8	—	6.8

It is evident from the Statement (4.1) that an overwhelming majority of small factories were working on a single shift basis, while the practice of working three and more shifts was more prevalent in large factories. Only one large factory in Maharashtra was working four shifts daily and these were overlapping shifts. None of the Soap factories surveyed worked two shifts daily.

It was further observed that about one-fifth of the factories in the Industry, comprising all factories working three or more shifts, were having night shifts\* also. There was a regular system of weekly change-over from

\*For the purpose of the Survey, a night shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

night-shift to day-shift and *vice versa* in about 90 per cent of the Soap factories having night shifts. In about 60 per cent of the factories having night shifts, workers were getting certain allowances and/or amenities like night shift allowance (50 per cent), free tea/coffee (17 per cent), reduced hours of work (16 per cent) and shift allowance as well as reduced hours of work in the remaining 17 per cent of the factories. In one large factory surveyed in Maharashtra, the night shift workers were given some advance increments.

#### 4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory.

Data collected show that no Soap factory in the country worked for more than 9 hours per day and 48 hours per week. In as many as about 98 per cent of the Soap factories in the country, the hours of work for a majority of the workers working in day shifts did not exceed 8 per day. In fact, in about 19 per cent of the factories, the daily hours of work were more than 7 and up to  $7\frac{1}{2}$  hours. In only one of the factories surveyed in West Bengal, daily hours of work were  $8\frac{1}{2}$  from Monday to Friday and  $4\frac{1}{2}$  on Saturday so that the weekly hours totalled 48. Details are presented in Statement 4.2.

STATEMENT 4.2  
Daily Hours of Work in the Soap Industry  
(1965-66)

Centre	Number of Factories	Estimated Percentage of Factories where Daily Hours of Work for Majority of Adult Workers were			
		More than 7 & up to $7\frac{1}{2}$	More than $7\frac{1}{2}$ & up to 8	More than 8 & up to $8\frac{1}{2}$	More than $8\frac{1}{2}$ & up to 9
1	2	3	4	5	6
1. Maharashtra	19	26.3	73.7	—	—
(a) Large Factories	5	100.0	—	—	—
(b) Small Factories	14	—	100.0	—	—
2. West Bengal	16	54.2	36.4	—	9.4
(a) Large Factories	3	—	50.0	—	50.0
(b) Small Factories	13	66.7	33.3	—	—
3. Residual	47	3.5	96.5	—	—
(a) Large Factories	5	33.4	66.6	—	—
(b) Small Factories	42	—	100.0	—	—
4. All-India	82	18.7	79.5	—	1.8
(a) Large Factories	13	51.3	37.2	—	.5
(b) Small Factories	69	12.6	87.4	—	—

As mentioned elsewhere, only about 4 per cent of the Soap factories in the country employed contract labour. Such workers were reported to be working for 8 hours a day.

As regards the practice prevailing at the time of the Survey in respect of spread-over and rest interval in the Soap factories, the data collected appear in Statement 4.3.

## STATEMENT 4.3

Estimated Percentage Distribution of Soap Factories According to Duration of Spread-over and Rest Interval etc. (1965-66)

Centre	Number of Factories	Percentage of factories where						
		Spread-over for Adult Workers was			Rest-interval for Adult Workers was			
		More than 7½ hours and up to 8½ hours	More than 8½ hours and up to 9½ hours	More than 9½ hours and up to 10 hours	½ hour and less	More than ½ hour and up to 1 hour	More than 1 hour and up to 1½ hours	More than 1½ hours and up to 2 hours
1	2	3	4	5	6	7	8	9
1. Maharashtra	19	26.3	73.7	—	26.3	73.7	—	—
(a) Large Factories	5	100.0	—	—	100.0	—	—	—
(b) Small Factories	14	—	100.0	—	—	100.0	—	—
2. West Bengal	16	90.6	—	9.4	—	9.4	—	—
(a) Large Factories	3	50.0	—	50.0	50.0	50.0	—	—
(b) Small Factories	13	100.0	—	—	100.0	—	—	—
3. Residual	47	3.5	76.6	19.9	—	50.4	29.8	19.8
(a) Large Factories	5	33.4	66.6	—	—	100.0	—	—
(b) Small Factories	42	—	77.8	22.2	—	44.5	33.3	22.2
4. All India	82	25.8	62.8	11.4	23.8	47.7	17.1	11.4
(a) Large Factories	13	62.9	37.1	—	50.0	50.0	—	—

About 63 per cent of the factories at the Industry level had a spread-over of more than 8½ and up to 9½ hours during the day shift and, in about 11 per cent., it was more than 9½ and up to 10 hours. In the rest (i.e., about 26 per cent.), the spread-over was more than 7½ and up to 8½ hours. The duration of rest interval was more than half an hour and up to one hour in about 48 per cent of the factories and more than one hour in about 28 per cent. In the remaining 24 per cent of the units, it was half an hour and less.

#### 4.3. Dust and Fumes

The Survey results have revealed that dusty processes such as grinding, groundnut crushing, etc., were involved in only about 4 per cent of the factories in the country, all of which happened to be in Maharashtra. All these units had adopted some precautionary measures to safeguard workers against dust hazard. These measures were in the form of isolation of dusty processes and/or provision of local or general exhausts. Protective equipment like dust masks had been provided to workers in about 50 per cent of the factories having dusty processes. In the rest, the workers were using some cloth round their mouths to safeguard themselves against dust.

As regards fumes, vapours or gases, about 40 per cent of the Soap factories in the country were reported having processes such as soap boiling, silicate boiling, etc., which gave off fumes. It was observed that the above processes had generally been isolated and general and/or local exhaust

ventilation provided. Gas-masks were also being supplied to the workers in about 28 per cent of the factories having fume-giving processes.

As regards house-keeping (*i.e.*, dusting, cleaning and arrangement of articles, etc.) in the departments where processes giving off dust and fumes were being carried on, it was good in about 15 per cent of the Soap factories, average in about 52 per cent and unsatisfactory in the rest (about 33 per cent.).

#### 4.4. Seating Arrangements

Under the Factories Act, 1948, the managements of all factories are required to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of work. This aspect was enquired into during the course of the Survey and it was found that, of the factories where workers were required to work in a standing position (*i.e.*, about 94 per cent), the seating arrangements existed in about 80 per cent, comprising all factories in Maharashtra, about 74 per cent in the Residual Group and about 73 per cent in West Bengal. The managements of the factories which had not provided seating arrangements, gave different reasons therefor, such as, lack of space, adverse effect on efficiency and loss of production, etc.

#### 4.5. Conservancy

The Factories Act, 1948, has made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standard of such arrangements.

The Survey has revealed that latrines had been provided in all the Soap factories in the country. About 34 per cent of them had water-borne sewer type latrines, about 26 per cent water-borne septic tanks, nearly 17 per cent dry type bore holes and about 11 per cent had dry type pans. The remaining factories had a combination of one or more of the aforesaid types. Permanent latrines had been constructed by the managements of about 98 per cent of the factories and, in the rest, they were of temporary construction. Proper screening arrangements to afford privacy existed in all the latrines. As required under the law, water taps were also provided in or near the latrines in as many as about 83 per cent of the units. The floors of latrines were impervious in all the units, and the latrine walls had been plastered in about 96 per cent of them. The number of latrines provided was adequate in about 90 per cent of the factories. Separate arrangements for women workers existed in nearly 73 per cent of the factories employing them.

At the Industry level, urinals in addition to latrines were provided in about two-thirds of the Soap factories, comprising all large and about 59 per cent small establishments. As regards different centres, all factories in West Bengal, about 60 per cent in the Residual Group and about 51 per cent in Maharashtra had provided urinals. The defaulting units did not give any specific reason for not providing the facility. Generally, workers were using latrines for this purpose. Wherever urinals were provided, their structure was generally permanent, having impervious floors and plastered or tarred walls. They had proper screening arrangement also. Of the factories employing women and providing urinals, nearly one-third had made separate arrangements for women workers.

#### 4.6. Leave and Holidays with Pay

Annual leave (*i.e.*, earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948, which provides that every worker, who has completed a period of 240 days' continuous service in a factory, should be allowed, during the subsequent period of twelve months, leave with wages for a number of days calculated at the prescribed rate. Some of the State Governments have also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. All other types of leave facilities have come into vogue as a result of voluntary decisions of managements, agreements between employers and employees or under some adjudication awards. Statement 4.4 shows the prevailing practice in regard to granting of leave and holidays with pay in Soap factories in the country at the time of the Survey.

STATEMENT 4.4

Estimated Percentage of Soap Factories Granting Various Types of Leave and Holidays with Pay (1965-66)

Centre	Total Number of Factories	Percentage of Factories Granting			
		Earned Leave	Casual Leave	Sick Leave	National and Festival Holidays
1	2	3	4	5	6
1. Maharashtra	19	100.0	17.5	17.5	75.4
(a) Large Factories	5	100.0	66.6	66.6	100.0
(b) Small Factories	14	100.0	—	—	66.6
2. West Bengal	16	100.0	18.8	18.8	100.0
(a) Large Factories	3	100.0	100.0	100.0	100.0
(b) Small Factories	13	100.0	—	—	100.0
3. Residual	47	90.1	10.6	7.1	90.1
(a) Large Factories	5	100.0	100.0	66.6	100.0
(b) Small Factories	42	88.9	—	—	88.9
4. All India	82	94.3	13.8	11.8	88.6
(a) Large Factories	13	100.0	87.2	74.3	100.0
(b) Small Factories	69	93.2	—	—	86.5

4.6.1 *Earned Leave*—The Survey has revealed that, excepting one of the small units covered in the Residual Group, all other Soap factories surveyed were granting earned leave with pay to their employees and they accounted for about 94 per cent of the Soap factories in the country. As regards the period of leave, qualifying conditions and the rate of payment, the managements generally followed the provisions of the Factories Act. However, certain categories of staff, *e.g.*, managerial, professional, clerical and permanent employees, usually enjoyed better benefits in as much as they were generally entitled to 30 days' leave in a year with normal pay. It was also observed that in one of the small factories surveyed in the Residual Group the employers made cash payments to the workers *in lieu* of the leave earned by them.

In order to assess the extent to which the worker had actually enjoyed the benefit of earned leave during 1964, data were collected in respect of

such workers during the course of the Survey. The findings appear in Statement 4.5.

**STATEMENT 4.5**  
**Estimated Number of Workers Granted Earned Leave with Pay in the Soap Industry**  
**(During 1964)**

Centre	Average Daily Number of Workers Employed	Number of Workers who Enjoyed Leave	Percent- age of Workers who Enjoyed Leave to the Total Employed	Percentage of Workers who Enjoyed Leave						
				Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 & up to 20 days	Over 20 and up to 25 days	Over 25 and up to 30 days	Over 30 days
1	2	3	4	5	6	7	8	9	10	11
1. Maharashtra	3,129	2,269	72.5	2.5	6.3	24.6	26.9	14.0	15.2	10.5
(a) Large Factories	2,779	2,163	77.8	2.4	5.6	23.7	27.6	14.1	15.6	11.0
(b) Small Factories	350	106	30.3	6.6	18.9	43.4	12.3	12.2	6.6	—
2. West Bengal	1,857	1,308	70.4	4.7	7.7	63.9	11.4	4.1	6.1	2.1
(a) Large Factories	1,548	1,110	71.7	4.5	6.1	65.0	9.9	4.8	7.2	2.5
(b) Small Factories	309	198	64.1	6.0	16.2	58.1	19.7	—	—	—
3. Residual	2,396	2,004	83.6	12.5	11.9	36.0	10.3	11.2	14.9	3.2
(a) Large Factories	1,435	1,279	89.1	16.3	12.3	24.7	8.4	12.6	20.7	5.0
(b) Small Factories	961	725	75.4	6.1	11.2	55.9	13.6	8.7	4.5	—
4. All India	7,382	5,581	75.6	6.7	8.6	37.9	17.3	10.7	12.9	5.9
(a) Large Factories	5,762	4,552	79.0	6.8	7.7	34.0	17.9	11.4	15.0	7.2
(b) Small Factories	1,620	1,029	63.5	6.1	12.9	55.0	14.7	7.4	3.9	—

The Statement shows that the proportion of workers who enjoyed earned leave in the Industry during 1964 was about 70 per cent in West Bengal, about 72 per cent in Maharashtra and nearly 84 per cent in the Residual Group. The overall average of such workers in the country was about 76 per cent. The percentage of workers who availed earned leave was invariably lower in small factories as compared to that in the large ones. Of the workers who availed themselves of earned leave during 1964, the largest proportion (about 38 per cent) was of those who took leave for a period of over 10 and up to 15 days. Those taking leave up to 10 days formed about 15 per cent of the total workers. Roughly 17 per cent of the employees remained on leave for a duration of over 15 and up to 20 days, about 11 per cent over 20 and up to 25 days, about 13 per cent over 25 and up to 30 days and only about 6 per cent of the workers enjoyed earned leave for over a month.

**4.6.2. Casual Leave.**—Data in respect of casual leave show that only about 14 per cent of the Soap factories in the country were allowing this leave with pay to their employees (Statement 4.4). The practice was more common in West Bengal and Residual Group where all large factories surveyed were granting casual leave to their employees as against about 67 per cent of such units in Maharashtra. None of the small units surveyed in the Industry were giving this facility. In about 70 per cent of the factories granting casual leave, all employees could avail of this facility, whereas in the remaining 30 per cent, it was restricted to only some categories of workers

such as permanent workers, monthly rated staff, etc. In nearly half of the units, no conditions were attached to the grant of leave, whereas in the rest, it was admissible only on completion of some specified period of service (varying from 6 months to one year). In none of the units granting casual leave, the number of days allowed in a year exceeded 10. All employees were entitled to full basic wages plus dearness allowance or basic wages plus dearness allowance and house rent allowance, as the case might be, for the period of casual leave.

**4.6.3. Sick Leave**—On the basis of the result of the Survey, it has been estimated that only about 12 per cent of the Soap factories in the country were granting sick leave with pay to their employees (Statement 4.4). This benefit was being given by employers in large factories only and was in addition to the facilities available under the Employees' State Insurance Scheme, wherever in force. None of the small factories surveyed was granting sick leave with pay to its employees. All large factories covered in West Bengal granted this facility as against two-thirds in Maharashtra and the Residual Group. In nearly 66 per cent of the units granting sick leave, the period of leave was restricted to 10 days in a year and in the remaining 34 per cent, it was over 10 and up to 15 days. In case of a majority of the units granting sick leave (about 67 per cent), normal basic wages plus dearness allowance were permissible during the period of sick leave. However, in about 17 per cent of the units, payment during sick leave was made only at half the normal basic wages plus dearness allowance, wherever paid separately. In the remaining 16 per cent of the factories, the management paid the difference between the normal wages of the workers and the cash benefits payable to them under the Employees' State Insurance Scheme. The most common condition attached to the grant of sick leave was completion of at least one year's service. Production of a medical certificate was also insisted upon in most of the factories granting sick leave.

**4.6.4. National and Festival Holidays.**—Statement 4.4 would show that the system of granting national and/or festival holidays with pay existed in about 89 per cent of the factories in the Industry, comprising all large and 86 per cent of small units. The practice was universal in West Bengal. In a majority of the units allowing these holidays, the benefit was enjoyed by all workers. Only in a few cases, it was restricted to permanent workers. As regards the number of days allowed, the practice varied from unit to unit. It was up to 5 days in a year in about 9 per cent of the factories, over 5 and up to 10 days in nearly 65 per cent, over 10 and up to 15 days in about 24 per cent and over 15 days in the rest (*i.e.*, 2 per cent). In all the units granting national and festival holidays, consolidated wages or full basic wages and dearness allowance, as the case might be, were payable to the employees for these holidays. In a number of units, no conditions were imposed for claiming pay for the holidays. Only in two of the large units surveyed in Maharashtra, attendance on the preceding and succeeding days was insisted upon for claiming payment for the holidays.

#### **4.7. Weekly off**

All the Soap factories surveyed were allowing a weekly day of rest to their workers. In about 83 per cent of the factories, basic wages plus dearness allowance or consolidated wages were paid for such weekly offs while in the remaining about 17 per cent of the factories (comprising 25 per cent of the factories in Maharashtra and about 20 per cent in the Resi-

dual Group), the weekly day of rest was without any payment. In about 60 per cent of the factories, all workers were allowed this facility and, in the rest, it was restricted to certain categories of workers like Professional, Administrative, Clerical, Watch and Ward or monthly-rated and permanent staff.

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## CHAPTER V

### WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees or Commissions which have been appointed from time to time, for enquiring into the working conditions of industrial labour in India have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of the workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees.

During the present Survey, an attempt was made to assess the extent to which the Soap factories in India had actually provided welfare facilities to their workers. The information collected in respect of various welfare activities (both obligatory and non-obligatory) is presented in the following paragraphs.

#### 5.1. Drinking Water Facilities

Suitable arrangements for the supply of drinking water were found to be existing in all the Soap factories in the country. Such facilities were, generally, in the form of either earthen pitchers or water taps or both. Earthen pitchers were kept only in small factories. Wherever earthen pitchers were provided, they were found to be clean. Details appear in Statement 5.1.

STATEMENT 5.1  
Drinking Water Facilities in the Soap Industry  
(1965-66)

Centre	Total Number of Factories	Estimated Percentage of Factories where Drinking Water Facili- ty Existed	Estimated Percentage of Factories where Water was Supplied through					Estimated Percentage of Factories having arrangements for cooled water during Summer.
			Taps only	Earthen Pitchers only	Water Coolers only	Combination of one or more viz., Earthen Pitchers, Drums and Water taps etc.		
1	2	3	4	5	6	7	8	
1. Maharashtra	19	100.0	—	73.7	—	26.3	100.0	
(a) Large Factories	5	100.0	—	—	—	100.0	100.0	
(b) Small Factories	14	100.0	—	100.0	—	—	100.0	
2. West Bengal	16	100.0	45.8	—	—	54.2	72.9	
(a) Large Factories	3	100.0	100.0	—	—	—	100.0	
(b) Small Factories	13	100.0	33.3	—	—	66.7	66.7	
3. Residual	47	100.0	36.9	39.7	9.9	13.5	86.5	
(a) Large Factories	5	100.0	66.6	—	—	33.4	66.8	
(b) Small Factories	42	100.0	33.3	44.5	11.1	11.1	88.9	
4. All India	82	100.0	30.1	39.8	5.7	24.4	87.0	
(a) Large Factories	13	100.0	48.7	—	—	51.3	87.2	
(b) Small Factories	69	100.0	26.6	47.4	6.7	19.3	87.0	

The Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of Latrines and urinals. The Survey has shown that in about 13 per cent of the small factories, comprising about 11 per cent at the Industry level, the drinking water points were situated within the prohibited distance. Such units were located in Maharashtra and West Bengal.

The Factories Act also provides that every factory employing more than 250 workers should supply drinking water, cooled by ice or other effective method, during a certain specified part of the year. It was found that only about 12 per cent of the Soap factories in the country all of them being large establishments, were obliged to provide cool drinking water to their employees, and all had fulfilled this obligation. Some of the factories, even though under no statutory obligation, had also made arrangements for the supply of cool drinking water during the summer months and thus in the Industry as a whole such arrangements existed in 87 per cent of the Soap factories. The arrangements were mostly in the form of earthen pitchers, though refrigerated water was also being supplied in a number of such units.

## **5.2. Washing Facilities**

Section 42 of the Factories Act, 1948, lays down that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. Information collected during the Survey shows that about 78 per cent of the Soap factories in the country, comprising all large and about 73 per cent of small ones, had provided washing facilities. In Maharashtra, all the units surveyed were found to have made such arrangements as against 73 per cent in West Bengal and 70 per cent in the Residual Group. Washing facilities in about 39 per cent of the factories having them were in the form of taps on stand pipes. Other arrangements were in the shape of water stored in receptacles (about 14 per cent), troughs with taps or jets (2 per cent), showers controlled by taps (about 7 per cent) and tap water/well water (17 per cent). In the remaining about 21 per cent of the factories, a combination of one or more of the above arrangements was found. Of the factories employing women and providing washing facilities, only about 27 per cent had provided separate washing places for their use. They were properly screened to afford privacy. Some cleansing material like soap, etc., was being supplied to workers in all the factories providing washing facilities. In two of the factories surveyed in the Residual Group, where no washing facilities had been provided, washing soap produced in the factory was supplied free to workers as cleansing material.

## **5.3. Bathing Facilities**

The Factories Act does not contain any specific provision relating to bathing facilities, but it authorises State Governments to make rules requiring certain type of factories to provide such facilities for certain categories of employees.

It is estimated that only about 38 per cent of the Soap factories in the country had provided bathing facilities. As regards different centres of the Industry, the proportion of such factories was higher in the Residual Group (about 43 per cent) than in Maharashtra (about 42 per cent) and West Bengal (about 19 per cent). The facilities existed in about 62 per cent of large factories as compared to about 34 per cent of small ones. Among the factories providing bathing facilities, separate bath-rooms for men and

women existed in only one of the large factories surveyed in the Residual Group. In the remaining factories, bath-rooms were provided for men only. Bath rooms, wherever provided, were generally kept neat and clean.

#### 5.4. Canteens

Section 46 of the Factories Act, 1948, empowers the State Governments to make rules requiring that in any specified factory, wherein more than 250 workers are ordinarily employed, a canteen or canteens, according to the prescribed standards, should be provided for the use of the workers.

It is estimated on the basis of the Survey results that only about 12 per cent of the Soap factories in the country, all of them being large sized, were under a statutory obligation to provide canteens and all of them had fulfilled their obligation in this regard. In addition, some of the large factories in Maharashtra and small factories in the Residual Group which were not statutorily obliged to provide canteens, had also done so. Thus it is estimated that, at the all-India level, about 20 per cent of the units had provided canteens for the benefit of their employees. As for the different centres, the percentage of factories having canteens was about 26 in Maharashtra, 19 in West Bengal and 17 in the Residual Group. In about 29 per cent of the factories having canteens, only tea was served to the workers, in about 21 per cent tea, coffee and snacks were sold and the rest (about 50 per cent) had made arrangements for the sale of meals as well. All the factories having canteens were found to have made adequate drinking water arrangements in the canteens. Nearly 70 per cent of the canteens were being run by the managements and about 21 per cent by the contractors. The remaining 9 per cent of the canteens were run by workers on a co-operative basis.

Canteen Managing Committees were found to be functioning in about 57 per cent of the large factories, comprising about 41 per cent of the Soap factories in the country having canteens. Prices of the various items sold in the canteens were being fixed by the Canteen Managing Committees in about 30 per cent of the factories having canteens; by contractors in about 21 per cent and by the managements in about 20 per cent. In the remaining 29 per cent of the units having Canteens only free tea was being served to workers and as such the question of fixing price of tea did not arise. Price lists of the various articles sold could, however, be seen in only about 31 per cent of the factories having canteens. It was observed that the prices charged were at subsidised rates in about 31 per cent of the factories having canteens and on a 'no-profit, no loss' basis in about 40 per cent. In one of the small units surveyed in the Residual Group, comprising about 29 per cent at the Industry level, tea was being served to workers free of cost. About 60 per cent of the factories having canteens were regularly paying subsidies to the canteens to supply articles at cheap rates.

Of the total estimated number of workers employed in Soap factories having canteens (*i.e.*, 6,932), 4,596 workers (or about 66 per cent) were estimated to be visiting the canteens daily.

It was also observed during the Survey that in all the units having canteens, the location of canteens was satisfactory in as much as their surroundings were clean and they were some distance away from work-places. As regards hygienic conditions of the canteens, these were very good in 21 per cent of the factories having canteens, good in 40 per cent and satisfactory in

10 per cent. In the remaining 29 per cent of the factories, the canteens presented a dirty look.

### 5.5. Creches

The Factories Act, 1948, requires every factory employing more than 50 women workers to maintain a creche of a prescribed standard. It is estimated that though about 34 per cent of the Soap factories in the country had women workers on their rolls during March, 1965, only about 12 per cent of them employed more than 50 women. They were all located in Maharashtra and the Residual Group. The Survey results show that all these factories had provided creche facilities. In all these units, clothes, soap, towels and milk were made available to the children attending the creche. Some creche staff was also found to have been appointed in each one of these factories. These creches, besides being located in congenial surroundings, were found to be properly lighted, ventilated, furnished and maintained in a clean and tidy condition. None of the units had provided the facility voluntarily.

### 5.6. Lockers

Locker facilities for keeping clothings of workers were found to be existing in about 12 per cent of the factories in the Industry, all of them being large establishments. The proportion of the factories providing lockers was about 19 per cent in West Bengal, 18 per cent in Maharashtra and about 7 per cent in the Residual Group.

### 5.7. Rest Shelters

The Factories Act, 1948, lays down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms should be provided and maintained for the use of workers. Provision of separate rest shelters for factories having canteens of a prescribed standard is, however, not obligatory. It is estimated that about 12 per cent of the Soap factories in the country were employing more than 150 workers and since all of them had provided canteens, they were free not to provide rest shelters. It was, however, observed that in the Residual Centre, rest shelters were voluntarily provided by two large factories and one small factory, comprising about 10 per cent of the factories at the Industry level. All the rest shelters provided adequate protection from weather and were sufficiently lighted and ventilated. They were maintained in a tidy condition and some furniture had also been provided. Drinking water facilities existed in the rest shelters provided in two of the three factories.

### 5.8. Recreation Facilities

The Survey has revealed that only about 10 per cent of the Soap factories in the country, forming about 63 per cent of the large factories, had provided recreation facilities for their employees. The proportion of such factories in Maharashtra was much higher (about 18 per cent) than in West Bengal (about 9 per cent) and Residual Group (about 8 per cent). None of the small factories surveyed in this Industry had provided any such facility. Besides in-door and out-door games, which existed in all the factories having recreation facilities, radio sets had been provided in about 61 per cent of them, arrangements for film shows existed in about 41 per cent and religious and social functions were being organised in about 26 per cent.

In nearly four-fifths of the factories having recreation facilities, the cost of such facilities was being met by the management through *ad hoc* contributions. In the rest, they were being financed from the welfare fund of the unit and partly by the contribution of workers. In about 61 per cent of the factories, the facilities were available to all workers while the rest afforded opportunities for recreation to only those who paid some subscription. The facilities provided were being managed through a committee, consisting of representatives of workers as well as management, in about 80 per cent of the factories and by the Labour Welfare Officers in the rest.

### 5.9. Educational Facilities

None of the Soap factories surveyed had made any arrangements for the education of its workers' children. However, one of the factories covered in the Residual Group was reported to be paying a regular subsidy to a school for admitting its workers' children. Adult education centre was being run in only one of the factories surveyed in the Residual Group.

### 5.10. Medical Facilities

5.10.1 *Hospitals and Dispensaries.*—It is estimated that only 10 per cent of the Soap factories in the country, all of them being large establishments, had dispensaries/hospitals attached to them. They comprised about 19 per cent of the factories in West Bengal, about 18 per cent in Maharashtra and nearly 4 per cent in the Residual Group. Full-time doctors had been appointed in about 40 per cent of the factories having dispensaries/hospitals, part-time in about 39 per cent of them, whereas the remaining units (nearly 21 per cent) were found to have full-time as well as part-time doctors. The part-time doctors were on duty for 6 hours or less in a week. Besides full-time or part-time doctors, other staff appointed in these hospitals/dispensaries generally included compounders, dressers, etc. Doctors attached to dispensaries or hospitals generally visited workers' houses and took care of their health as well as sanitary conditions within the factory premises. Certifying medical fitness of workers at the time of recruitment, periodic medical check-up, issue of medical certificates for sick leave, etc., were some of the other duties of these doctors. In addition to the above-mentioned units, about 17 per cent of the factories, at the all-India level, were found to have made arrangements with some other hospital/dispensary or with individual doctors for the treatment of their employees. Thus, the arrangements for medical attention existed in nearly 27 per cent of the Soap factories in the country. It was further observed that in the factories providing medical facilities, and employing contract labour, these facilities were available to such workers also in the same way as to the workers employed directly.

5.10.2 *Ambulance Rooms.*—Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The Rules framed by the State Governments prescribe the requirements of such rooms. The Survey results show that only about 67 per cent of the large factories in Maharashtra, 50 per cent in West Bengal and about 33 per cent in the Residual Group, constituting about 8 per cent of the factories at all-India level, were under a statutory obligation to provide ambulance rooms. Of these, only about 51 per cent, comprising about 50 per cent of the large units in Maharashtra and all

such factories in the Residual Group, had done so. In all these factories, the ambulance rooms were under the charge of trained first-aiders. None of the factories surveyed had provided an ambulance room voluntarily.

**5.10.3. First-aid Boxes.**—The Factories Act, 1948, lays down that every factory shall maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Standards have also been prescribed regarding the items to be provided in the first-aid boxes. The law further requires that such boxes should be kept under the charge of trained first-aiders and be easily accessible to workers during all the working hours.

The Survey has shown that about 89 per cent of the factories in the country, consisting of all units in Maharashtra and West Bengal and about 80 per cent of the factories in the Residual Group, were maintaining first-aid boxes. It was, however, found that only about 31 per cent of the units having such boxes had kept them under the charge of trained first-aiders who had received training under the St. John Ambulance. The percentage of units having kept first-aid boxes under the charge of trained first-aiders in Maharashtra, West Bengal and the Residual Group was 51, 19 and 26 respectively. As regards contents of the first-aid boxes, in only about 26 per cent of the factories (comprising about 25 per cent of the factories in Maharashtra and about 38 per cent in the Residual Group) providing such boxes, the contents were found to be complete. In the remaining about 74 per cent., comprising about 75 per cent of the factories in Maharashtra, all factories in West Bengal and about 62 per cent in the Residual Group, first-aid boxes were found to be deficient in one or more items. The first-aid boxes were easily accessible to the workers during working hours in all the units having them.

### **5.11. Transport Facilities**

None of the factories covered during the Survey was found providing free or concessional transport facilities to its workers from their houses to work-place and back.

### **5.12. Other Amenities**

Of all the factories surveyed, only one of the large establishments in Maharashtra was found running a grain-shop for the benefit of its employees. In this factory, the commodities were sold at the controlled prices. Nearly 10 per cent of the Soap factories in the country were having co-operative credit societies which provided loans on easy terms to the members in times of need. Co-operative stores for supplying household articles and provisions either on a 'no-profit, no-loss' basis or at cheap rates were found existing in one of the large factories surveyed in West Bengal and two in the Residual Group. In one of the large factories in the Residual Group, the co-operative credit society was performing the functions of a housing society also. The managements of two units, one each in Maharashtra and the Residual Group, were giving some financial aid to such societies.

### **5.13. Housing Facilities**

The present Survey has revealed that, during 1965-66, about 15 per cent of the Soap factories in the country, comprising about 26 per cent of large and 14 per cent of small units, were providing housing accommodation to their workers. None of the factories surveyed in West Bengal had pro-

vided any housing accommodation. In Maharashtra and the Residual Group, the percentage of factories providing houses to their employees was roughly 18 and 20 respectively. The details are given in Statement 5.2.

**STATEMENT 5.2**  
**Estimated Percentage of Factories in the Soap Industry Providing Houses etc.**  
**(1965-66)**

Centre	Number of Factories	Percentage of Factories Providing Houses	Percentage of Houses Consisting of		
			One Room	Two Rooms	Three or more Rooms
1	2	3	4	5	6
1. Maharashtra	19	17.6	20.7	58.5	20.8
(a) Large Factories	5	66.6	20.7	58.5	20.8
(b) Small Factories	14	—	—	—	—
2. West Bengal	16	—	—	—	—
(a) Large Factories	3	—	—	—	—
(b) Small Factories	13	—	—	—	—
3. Residual	47	19.9	84.6	7.7	7.7
(a) Large Factories	5	—	—	—	—
(b) Small Factories	42	22.2	84.6	7.7	7.7
4. All India	82	15.4	52.4	33.3	14.3
(a) Large Factories	13	25.6	20.7	58.5	20.8
(b) Small Factories	69	13.5	84.6	7.7	7.7

It would be seen from the Statement (5.2) that, of the total number of houses provided, about 52 per cent were one-room tenements, nearly 33 per cent two-room tenements and the rest consisted of three or more rooms. In the Residual Group, majority of the houses were one-room tenements while those having two rooms predominated in Maharashtra. All the houses provided were *pucca*-built. Information collected during the Survey shows that, in most of the units providing houses, one-room accommodation was made available to the 'Production Workers' and the watch and ward staff. The housing accommodation provided to the supervisory, clerical and administrative staff was generally of two or more rooms. Nearly 87 per cent of the factories providing houses were not charging any rent from their employees while, in the remaining 13 per cent of the units, rent was being charged from all except watchmen.

It has been estimated on the basis of the results of the Survey that, out of 8,603 workers employed in the Soap Industry in March, 1965, only about 126 workers (*i.e.*, 1.5 per cent) had been provided houses by the employers. Centre-wise details appear in Statement 5.3.

**STATEMENT 5.3**  
**Estimated Percentage of Workers Allotted Houses in the Soap Industry**  
**(1965-66)**

Centre	Number of Factories	Number of Workers* Employed as on 31-3-1965	Percentage of Workers Allotted Houses
1	2	3	4
1. Maharashtra	19	3,905	1.9
(a) Large Factories	5	3,535	2.1
(b) Small Factories	14	370	—
2. West Bengal	16	2,109	—
(a) Large Factories	3	1,840	—
(b) Small Factories	13	269	—
3. Residual	47	2,589	2.0
(a) Large Factories	5	1,525	—
(b) Small Factories	42	1,064	4.9
4. All India	82	8,603	1.5
(a) Large Factories	13	6,900	1.1
(b) Small Factories	69	1,703	3.1

\*Covered under the Factories Act, 1948.

None of the units surveyed was providing any facility to its employees for building their own houses.



## CHAPTER VI

### SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act, passed by the Central Government. Women, in addition, were entitled to maternity benefits under State Acts. However, after Independence, there has been a considerable enlargement of the scope and content of social security benefits largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948 and the Employees Provident Funds Act, 1952, and, to a certain extent, as a result of adjudication awards. The following paragraphs describe briefly the social security benefits enjoyed by workers in Soap factories in the country at the time of the present Survey.

#### 6.1. Provident Fund Schemes.

The Survey results show that provident fund schemes were in existence in about 78 per cent of the Soap factories in the country, comprising all large and about 73 per cent of small units. The proportion of factories having provident fund scheme was the highest (about 80 per cent) in the Residual Group, followed by Maharashtra (about 75 per cent) and the lowest (about 73 per cent) in West Bengal. In all of them, the provident funds had been set up under the Employees' Provident Funds Scheme framed by the Government of India in 1952 and, consequently, the rate of contribution, conditions of eligibility, etc. were the same as laid down in the Scheme. In only one small factory located in the Residual Group, besides the Employees' Provident Funds Scheme, the management were also having their own scheme for employees not covered under the statutory scheme. Under this scheme, the rate of contribution by the employer as well as the employees was  $8\frac{1}{2}$  per cent of the wages.

An estimated number of 6,584 workers in the Soap Industry *i.e.*, about 76.5 per cent of the total number employed, were members of provident fund schemes as on March 31, 1965. Details appear in Statement 6.1.

STATEMENT 6.1

Estimated Percentage of Soap Factories having Provident Fund Schemes, etc.  
(31st March, 1965)

Centre	Number of Factories	Percentage of Factories having Provident Fund Scheme	Percentage (of Cols.3) of Factories having				
			Employees' Provident Funds Scheme	Employees' Provident Fund as well as Other Scheme	Total Number of Workers* Employed as on 31-3-1965	Total Number of Workers who were Members of the Provident Fund Schemes	Percentage of Workers who were Members of the Provident Fund Schemes (of col.6)
1	2	3	4	5	6	7	8
1. Maharashtra	19	75.4	100.0	—	3,905	2,675	68.5
(a) Large Factories	5	100.0	100.0	—	3,535	2,550	72.1
(b) Small Factories	14	66.6	100.0	—	370	125	33.8

\*Covered' under the Factories Act, 1948.

STATEMENT 6.1 (contd.)

1	2	3	4	5	6	7	8
2. West Bengal	16	72.9	100.0	--	2,109	1,598	75.8
(a) Large Factories	3	100.0	100.0	--	1,840	1,444	78.5
(b) Small Factories	13	66.7	100.0	—	269	154	57.3
3. Residual	47	80.2	87.6	12.4	2,589	2,311	89.3
(a) Large Factories	5	100.0	100.0	—	1,525	1,446	94.8
(b) Small Factories	42	77.8	85.7	14.3	1,064	865	81.3
4. All-India	82	77.7	92.7	7.3	8,603	6,584	76.5
(a) Large Factories	13	100.0	100.0	—	6,900	5,440	78.8
(b) Small Factories	69	73.4	90.8	9.2	1,703	1,144	67.2

## 6.2. Pension Schemes

The present Survey revealed that only one large factory in Maharashtra was having a pension scheme for its employees in addition to provident fund. The scheme was regular and it covered those employees who were drawing more than Rs. 500 p.m. as basic pay. The conditions prescribed for eligibility to pension were completion of 25 years of service or attaining the age of 58 years, whichever was earlier. At the time of the Survey, nobody had retired so as to become eligible for the pension.

## 6.3. Gratuity Schemes

In the Soap Industry, the system of paying gratuity was prevalent only to a limited extent, the all-India percentage of factories paying gratuity to their employees being only about 14. None of the small factories surveyed had introduced any gratuity scheme for its employees. As regards different centres, about 26 per cent of the factories in Maharashtra, about 19 per cent in West Bengal and nearly 7 per cent in the Residual Group had introduced such schemes. In all these factories, gratuity was paid to workers or their dependants in the case of death, voluntary resignation or termination of service by employer on grounds other than misconduct. However, in case of retirement, only about 85 per cent of the factories were paying gratuity. The schemes were regular in all these factories and covered all workers except those employed through contractors. The rate of payment was found to vary generally from 10 days' wages to one month's wages for each completed year of service, subject to a certain maximum limit. The period of qualifying service was found to vary from 5 to 15 years in a majority of the units.

On the basis of the data collected during the present Survey, it has been estimated that in all, only 125 persons in the Industry received gratuity during the calendar year 1964.

## 6.4. Maternity Benefits

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in factories, exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the con-

cerned Maternity Benefit Act Information collected during the course of the present Survey shows that not a single maternity claim had been made or accepted for payment by the employers during 1964 in any of the units surveyed. This was, perhaps, so because the number of women employed was negligible.

### 6.5. Industrial Accidents

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employee's State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all factories excepting those covered under the Employee's State Insurance Scheme.

Information was collected during the Survey in respect of number and nature of accidents that occurred in the sampled establishments whether covered or not under the Employees' State Insurance Scheme. On the whole, an estimated number of 604 workers were involved in Industrial accidents in the Soap factories during 1964. The rate of accidents per thousand based on the estimate of average number employed during the calendar year 1964, as also the distribution of workers involved by nature of accidents, are given in Statement 6.2.

STATEMENT 6.2

Estimated Proportion of Workers Involved in Accidents by Nature of Accidents in the Soap Industry (1964)

Centre	Number of Factories	Percentage of Factories where Accidents were Reported	Estimated Average Daily Number of Workers Employed (1964)	Number of Workers Involved in Accidents per 1,000 Workers Employed Resulting in			
				Death	Permanent Disability	Temporary Disability	Total
1	2	3	4	5	6	7	8
1. Maharashtra	19	26.3	3,129	—	—	76.1	76.1
(a) Large Factories	5	100.0	2,779	—	—	85.6	85.6
(b) Small Factories	14	—	350	—	—	—	—
2. West Bengal	16	45.8	1,857	2.1	—	48.5	50.6
(a) Large Factories	3	100.0	1,548	—	—	58.1	58.1
(b) Small Factories	13	33.3	309	12.9	—	—	12.9
3. Residual	47	17.0	2,396	—	0.4	113.1	113.5
(a) Large Factories	5	66.6	1,435	—	0.7	168.6	169.3
(b) Small Factories	42	11.1	961	—	—	30.2	30.2
4. All-India	82	24.8	7,382	0.5	0.1	81.2	81.8
(a) Large Factories	13	87.2	5,762	—	0.2	98.9	99.1
(b) Small Factories	69	13.0	1,620	2.5	—	17.9	20.4

It will be seen from the Statement (6.2) that in the Industry, as a whole, accidents occurred in about 25 per cent of the factories during 1964 and the rate of accidents is estimated at about 82 per thousand workers employed. The rate of accidents was very high in the Residual Group, being about 114 per thousand workers employed. However, in the other two centres, it

was about 51 in West Bengal and 76 in Maharashtra. It was also found that accidents were more frequent in large factories. The number of workers who were permanently disabled in accidents was negligible and a vast majority of workers suffered only minor accidents causing temporary disabilities, the rate of such accidents being about 81 per thousand. The number of persons involved in fatal accidents was also found to be insignificant.

#### **6.6. Occupational Diseases**

Compensation is also payable under the Workmen's Compensation Act in the case of certain occupational diseases mentioned in a schedule to the Act. During the present Survey, only two of the large factories surveyed in Maharashtra reported some cases of occupational diseases like Dermatitis and Asthama. However, no case of occupational disease in respect of which compensation was payable was reported during the calendar year 1964.

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## CHAPTER VII INDUSTRIAL RELATIONS

During the present Survey, attention was focussed on some important aspects of industrial relations in the Soap Industry. The observations made appear in the following paragraphs:

### 7.1. Industrial Disputes

Data pertaining to industrial disputes in the Soap Industry were not collected during the present Survey since the same were already available in the Labour Bureau. Such information in respect of the number of disputes in the Soap Industry and consequent loss of man-days since 1959 is given in Statement 7.1.

STATEMENT 7.1

Number of Disputes Resulting in Work Stoppages, Workers Involved and Man-days Lost in the Soap Industry  
(1959-1965)

Year	Number of Disputes*	Number of Workers Involved	Number of Man-days Lost (in '000s)
1	2	3	4
1959	5	1,212	1
1960	3	103	1
1961	1	500	†
1962	3	441	†
1963	7	570	3
1964	8	487	9
1965	4	309	7

Source : -Labour Bureau, Indian Labour Statistics, 1964, 1966 and 1968.

\* Resulting in work-stoppages on account of strikes or lockouts and involving 10 or more workers.

† Less than 500 man-days.

The above figures show that there were, more or less, peaceful conditions in the Industry during the period 1959 to 1963. However, during the years 1964 and 1965, there was a considerable loss of man-days in the Industry. During 1964, this was mainly due to three strikes in Gujarat, West Bengal and Madras which accounted for about 79 per cent of the total man-days lost in the Industry in that year. These strikes were reported to be in support of demands for increase in wages and dearness allowance, etc. In 1965, however, there was no major strike barring one in a factory located in Bombay which resulted in a loss of about 6 thousand man-days. The strike was on the issue of payment of production bonus on par with permanent workers.

### 7.2. Trade Unionism

It is estimated that workers were organised into trade unions in about 27 per cent of the factories in the Industry as a whole, comprising all large and only about 14 per cent of the small factories. Trade unions did not

exist in any of the small factories surveyed in Maharashtra and West Bengal. In the Industry as a whole, it is estimated that about 61 per cent of the workers were members of the unions. The proportion of workers who were members of trade unions was much higher in large factories than in small ones. Centre-wise details appear in Statement 7.2.

## STATEMENT 7.2

Estimated Percentages of Soap Factories where Workers were Members of Trade Unions, etc.  
(1965-66)

Centre	Number of Factories	Percentage of Factories where Workers were Members of Trade Unions	Number of Workers* as on 31-3-1965	Number of Workers who were Members of Trade Unions	Percentage of Factories where Trade Union (some or all) were Recognised
1	2	3	4	5	6
1. Maharashtra	19	26.3	3,905	2,153 (55.1)	100.0
(a) Large Factories	5	100.0	3,535	2,153 (60.9)	100.0
(b) Small Factories	14	—	370	— —	—
2. West Bengal	16	18.8	2,109	1,284 (60.9)	100.0
(a) Large Factories	3	100.0	1,840	1,284 (69.8)	100.0
(b) Small Factories	13	—	269	— —	—
3. Residual	47	30.5	2,589	1,780 (68.8)	100.0
(a) Large Factories	5	100.0	1,525	1,449 (95.0)	100.0
(b) Small Factories	42	22.2	1,064	331 (31.1)	100.0
4. All-India	82	27.2	8,603	5,217 (60.6)	100.0
(a) Large Factories	13	100.0	6,900	4,886 (70.8)	100.0
(b) Small Factories	69	13.5	1,703	331 (19.4)	100.0

\*Covered under the Factories Act, 1948.

NOTE :—Figures within brackets in columns 5 are percentages of workers who were members of trade unions to the total number of workers 'covered' under the Factories Act, 1948 on the specified date.

It would appear from the Statement (7.2) that the percentage of workers who were members of trade unions was about 69 for the Residual Group, nearly 61 for West Bengal and about 55 for Maharashtra. As regards multiplicity of trade unions in the Industry, in about 78 per cent of the factories having trade unions, there was only one union while the rest had two unions each.

A note-worthy feature, as revealed by the Survey, is that managements of all the factories in which trade unions were functioning had accorded recognition to some or all the unions. There was not a single factory in the Industry where an unregistered trade union was functioning.

The trade unions, wherever they existed, were discharging some functions mainly with the object of promoting the interests of the workers. It was observed that the most important activity of the trade unions in the Soap Industry was securing of claims of their members under the various Labour Acts, as all the unions were found to be doing this. In Maharashtra, 50 per cent of the unions were providing relief to distressed workers as well and it is estimated that in the country as a whole, only about 12 per cent of the unions were doing this work. No attention seems to have been paid to certain activities such as adult education, provision of recreation and welfare facilities by the unions existing in the factories surveyed.

### 7.3. Collective Agreements

In the course of the Survey, information was collected in respect of collective agreements concluded between employers and employees in the sampled establishments since 1956. It was found that about 27 per cent of the Soap factories in the country, comprising all large and only about 14 per cent of the small ones had concluded collective agreements since 1956 till the time of the Survey. Such agreements were found to have been entered into in all the three centres. In the Residual Group, they were in force in about 30 per cent of the Soap factories, the respective percentage for Maharashtra and West Bengal being roughly 26 and 19. The subject matters of these agreements covered a wide field such as bonus payment and workers entitled to it, fixation of pay, paid festival holidays, increase in wages and dearness allowance, sick leave, payment of gratuity, maternity leave, provident fund, house rent allowance, supply of uniforms and permanency of temporary workmen.

### 7.4. Standing Orders

With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of worker, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc. The State Governments are, however, empowered to extend the scope of the Act to even those establishments which employ a smaller number of workers.

It is estimated that about 14 per cent of the Soap factories in the country, all of them being large establishments, were under a statutory obligation to frame Standing Orders. Of these, nearly 85 per cent (comprising about 67 per cent of the factories in Maharashtra and all factories in West Bengal and Residual Group) had fulfilled their obligation under the law. It was, however, noticed that besides those establishments which were under a statutory obligation, some other factories had also framed Standing Orders. Thus, in the Industry as a whole, Standing Orders were actually in existence in about 25 per cent of all factories, consisting of 87 per cent large and about 14 per cent of small units. Statement 7.3 gives details regarding the existence of Standing Orders in Soap factories.

STATEMENT 7.3

Estimated Percentage of Soap Factories where Standing Orders were Framed, etc.  
(1965-66)

Centre	Number of Factories	Percentage of Factories which had Framed Standing Orders	Percentage of Factories under Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were Framed (of col. 4)	Percentage of Factories where Standing Orders were Certified
1	2	3	4	5	6
1. Maharashtra	19	17.5	26.3	66.6	100.0
(a) Large Factories	5	66.6	100.0	66.6	10.00
(b) Small Factories	14	—	—	—	—
2. West Bengal	16	18.8	18.8	100.0	100.0
(a) Large Factories	3	100.0	100.0	100.0	100.0
(b) Small Factories	13	—	—	—	—

STATEMENT 7.3 (contd.)

1	2	3	4	5	6
3. Residual	47	30.5	7.1	100.0	100.0
(a) Large Factories	5	100.0	66.6	100.0	100.0
(b) Small Factories	42	22.2	—	—	—
4. All-India	82	25.2	13.8	85.3	100.0
(a) Large Factories	13	87.2	87.2	85.3	100.0
(b) Small Factories	69	13.5	—	—	—

In all the cases, the Standing Orders had been framed under the Industrial Employment (Standing Orders) Act, 1946. Standing Orders, wherever framed, had been certified by the certifying authority and covered all workers.

### 7.5. Labour/Welfare Officers

Labour and Welfare Officers in Industrial establishments serve as a useful link between employers and employees and help in establishing healthy contacts between the two. With the enactment of the Factories Act, 1948, it has become obligatory for every factory employing 500 or more workers to appoint a Welfare Officer.

It is estimated that only about 8 per cent of the Soap factories in the country, all of them being large establishments, were under a statutory obligation to appoint Labour and/or Welfare Officers and all of them had fulfilled their obligation. This proportion was the highest (about 18 per cent) in Maharashtra, followed by West Bengal (about 9 per cent) and the lowest (about 4 per cent) in the Residual Group. Besides, one of the factories in West Bengal, though under no statutory obligation, had also appointed such Officers. Thus, it is estimated that in the Industry, as a whole, Labour Welfare Officers had been appointed in about 10 per cent of the Soap factories.

The functions of the Welfare Officers were reportedly the same as prescribed in the Rules framed under the Factories Act. Securing of redress of workers' grievances and maintenance of harmonious relations between the employees and the employers were their most important functions. They were also advising managements in regard to matters connected with the proper implementation of various labour laws. Organisation and supervision of labour welfare and recreation activities was also a part of the duties of these Officers. Besides, in 60 per cent of the factories, where Labour and/or Welfare Officers had been appointed (comprising all such factories in the Residual Group and half in Maharashtra and West Bengal), they appeared before the Tribunals, etc., on behalf of the managements in cases of industrial disputes.

### 7.6. Works or Joint Committees

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act lays down that all those establishments which employ 100 or more workers shall constitute Works Committees. Some of the State Laws also provide for the constitution of Joint Committees in certain types of establishments.



The results of the present Survey have shown that only about 14 per cent of the Soap factories in the country were under a legal obligation to set up Works Committees and of these, about 44 per cent had done so. The compliance with the law was cent per cent in the Residual Group whereas, in Maharashtra, only about 33 per cent of the concerned factories had set up Works Committees. In West Bengal, though about 19 per cent of the factories employed 100 or more workers, none had set up any Works Committee. The reason advanced by the managements for not forming Works Committee was their doubts about the practical utility and necessity of such Committees. At the all-India level, such Committees had been formed in only about 6 per cent of the Soap factories. These comprised about 9 per cent of the units in Maharashtra and about 8 per cent in the Residual Group. None of the small factories and those surveyed in West Bengal had such Committees.

In about 33 per cent of the units having Works Committees, they were reported to have met more than three and up to six times during the twelve months ending March, 1965, and in another about 33 per cent of the units, over six times. In the remaining one-third of the units, no meeting was held during this period. Roughly 67 per cent of the factories having Works or Joint Committees were found to be giving equal representation to employers and employees on these Committees, whereas, in the rest, the representation of the workers was higher (7) than that of the managements (5). Matters of mutual interest as well as of interest to either party formed the topics for discussion in the Committee meetings and the decisions taken were, generally implemented.

### 7.7. Other Committees

Safety Committees were existing in one large factory each covered in Maharashtra and West Bengal. These Committees consisted of representatives of employers and employees and dealt with matters like analysis of causes of accidents occurring in the factories and devising ways and means for preventing accidents.

In one of the large factories surveyed in Maharashtra, a Welfare Committee had been set up with four representatives each of employers and employees. The function of the Committee was to take up the problems and grievances regarding the welfare of the workers with the management.

### 7.8. Grievance procedure

With the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it became compulsory for all factories employing 100 or more workers to frame Standing Orders prescribing, *inter alia*, the procedure to be followed for the redress of workers' grievances. As mentioned elsewhere, about 25 per cent of the Soap factories in the country had framed Standing Orders and, thus, had a prescribed grievance procedure. No other factory had a prescribed grievance procedure.

According to the prevailing practice, in most of the units, grievances were usually taken to the supervisors or departmental heads in the first instance. If the workers were not satisfied with the decisions at this level, the Welfare Officer or the Personnel Officer was approached. Most of the grievances were redressed at this stage as the concerned officer conducted an enquiry before giving his decision. If, however, a satisfactory settle-

ment was still not reached, the matter was taken to the Manager whose verdict was normally binding on both the parties.

### **7.9 Association of Workers with Management**

The present Survey shows that none of the Soap factories surveyed had introduced any scheme for associating workers with the management of the establishment.

## CHAPTER VIII

### LABOUR COST

Information pertaining to labour cost was collected from the sampled establishments, during the course of the present Survey, in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Costs in the European Industry, made by the International Labour Office, in 1956. However, certain modifications were made in the light of conditions in India. For instance, in view of the fact that, in India, wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of premium payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and recorded under 'basic wages.' Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, washing facilities, retrenchment compensation, etc.

The fourth and the last round of the present Survey started in April, 1965, and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information as far as possible, for one continuous period of 12 months. The field staff were, therefore, asked to collect data for the calendar year 1964. If, however, the financial year of the establishment did not coincide with the calendar year and it was not feasible to collect information for 1964, the field staff were asked to collect data for the latest period of 12 months for which information was available subject to the condition that at least 6 months of the reference year (i.e., calendar year 1964) were covered. The available data show that it was possible to collect information for the year 1964 from most of the units. Therefore, the information given below should be treated to relate broadly to the year 1964.

#### 8.1. Labour Cost per Man-day Worked

Data in respect of man-days worked and the wages of workers were collected for the above-mentioned period. Further, expenditure incurred by the employers on various welfare and security measures, subsidy services, etc., representing the cost incurred by the employers on labour was also recorded in the course of the Survey. Based on the above, the average labour cost per man-day worked has been worked out and is given in Statement 8.1.

(see Statement 8.1 on page 45)

## STATEMENT 8.1

Estimated Labour Cost per Man-day Worked in the Soap Industry  
(1964)

Centre	Labour Cost per Man-day Worked (In Rupees)
1	2
1. Maharashtra	9.33
(a) Large Factories	9.91
(b) Small Factories	5.10
2. West Bengal	10.86
(a) Large Factories	12.45
(b) Small Factories	3.66
3. Residual	8.10
(a) Large Factories	10.99
(b) Small Factories	3.89
4. All-India	9.27
(a) Large Factories	10.80
(b) Small Factories	4.12

The over-all labour cost per man-day worked in the Soap Industry was estimated at Rs. 9.27. It was the highest in West Bengal (Rs. 10.86) and the lowest in the Residual Group (Rs. 8.10). The figure for Maharashtra was Rs. 9.33. The labour cost incurred by employers in large factories was invariably higher than that incurred by their counter-parts in small factories.

## 8.2. Components of Labour Cost

Statement 8.2 shows the distribution of labour cost according to major heads under which the data were collected.

## STATEMENT 8.2

Estimated Labour Cost per Man-day Worked by Main Components in the Soap Industry  
(1964)

Centre	Social Security Contributions											Total
	Wages	Premium Pay for Overtime and Late Shifts	Bonuses	Other Cash Payments	Money Value of Concessions in Kind	Obligatory	Non-obligatory	Subsidies	Direct Benefits	Some Other Payments Related to Labour Cost	Others	
1	2	3	4	5	6	7	8	9	10	11	12	13
1. Maharashtra	7.46 (79.96)	0.12 (1.29)	0.49 (5.25)	0.04 (0.43)	0.01 (0.11)	0.76 (8.15)	-	0.30 (3.21)	-	0.01 (0.10)	0.14 (1.50)	9.33 (100.00)
(a) Large Factories	7.88 (79.52)	0.13 (1.31)	0.49 (4.95)	0.04 (0.40)	0.01 (0.10)	0.85 (8.58)	-	0.34 (3.43)	-	0.01 (0.10)	0.16 (1.61)	9.91 (100.00)
(b) Small Factories	4.33 (84.90)	0.02 (0.39)	0.45 (8.82)	0.04 (0.79)	0.04 (0.78)	0.13 (2.35)	-	0.08 (1.57)	-	0.01 (0.20)	* (100.00)	5.10 (100.00)
2. West Bengal	8.13 (74.86)	0.31 (2.85)	0.75 (6.91)	-	-	0.60 (5.53)	-	0.91 (8.38)	0.01 (0.09)	0.03 (0.28)	0.12 (1.10)	10.86 (100.00)
(a) Large Factories	9.21 (73.98)	0.38 (3.05)	0.89 (7.15)	-	-	0.68 (5.46)	-	1.09 (8.76)	0.02 (0.16)	0.03 (0.24)	0.15 (1.20)	12.45 (100.00)
(b) Small Factories	3.25 (88.80)	-	0.15 (4.10)	-	-	0.22 (6.01)	-	0.04 (1.09)	-	* (100.00)	-	3.66 (100.00)

STATEMENT 8.2 (contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	
3. Residual		6.13 (75.68)	0.03 (0.37)	0.93 (11.48)	0.04 (0.49)	0.02 (0.25)	0.64 (7.90)	—	0.21 (2.59)	—	0.02 (0.25)	0.08 (0.99)	8.10 (100.00)
(a) Large Factories		8.29 (75.43)	0.04 (0.37)	1.18 (10.74)	0.07 (0.64)	0.03 (0.27)	0.92 (8.37)	—	0.31 (2.82)	—	0.03 (0.27)	0.12 (1.09)	10.99 (100.00)
(b) Small Factories		2.98 (76.61)	0.01 (0.26)	0.56 (14.40)	—	0.01 (0.26)	0.25 (6.48)	—	0.07 (1.80)	—	*	0.01 (0.25)	3.89 (100.00)
4 All-India		7.17 (77.35)	0.1 (1.40)	0.70 (7.55)	0.03 (0.32)	0.01 (0.11)	0.68 (7.34)	—	0.41 (4.42)	*	0.02 (0.22)	0.12 (1.29)	9.27 (100.00)
(a) Large Factories		8.31 (76.95)	0.17 (1.57)	0.77 (7.13)	0.04 (0.37)	0.01 (0.09)	0.82 (7.59)	—	0.51 (4.72)	*	0.02 (0.19)	0.15 (1.39)	10.80 (100.00)
(b) Small Factories		3.34 (81.07)	0.01 (0.24)	0.46 (11.17)	0.01 (0.24)	0.01 (0.24)	0.21 (5.10)	—	0.07 (1.70)	—	0.01 (0.24)	*	4.12 (100.00)

\*Less than Re. 0.005 per man-day worked.

NOTE :—Figures within brackets are percentages to total.

- (a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.  
 (b) Includes extra payment for working on holidays.  
 (c) Includes house rent allowance, travelling allowance etc., and other *ex-gratia* payments.  
 (d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.  
 (e) Includes direct payments made by the employer to the beneficiary on occasions like birth, death, marriage etc.  
 (f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the job medical services, etc.  
 (g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

**8.2.1 Wages.**—This component comprised basic wage and dearness allowance, incentive or production bonus and attendance bonus, if any, received by employees. It was decided by the Bureau to collect data under this head in respect of the man-days worked alone, but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked, and for leave and holiday periods. Consequently, the amount of basic wages and dearness allowance recorded included the sums paid for the days worked as well as not worked but paid for.

It would be seen from Statement 8.2 that wages accounted for about 77 per cent of the total labour cost in the Industry. As between different centres, its proportion ranged between 75 per cent in West Bengal and 80 per cent in Maharashtra. Further, the proportion was higher in small factories (about 81 per cent) than in large ones (about 77 per cent). Statement 8.3 gives the break-up of the 'wages' cost into various sub-groups, *viz.*, basic earnings, incentive or production bonus and attendance bonus.

STATEMENT 8.3  
Estimated Break-up of 'Wages' Cost by Components.  
(1964)

Centre	(In Rupees)			
	Basic Wages and Dearness Allowance or Consolidated Wages	Incentive/Production Bonus	Attendance Bonus	Total
1	2	3	4	5
1. Maharashtra	7.45 ( 99.87)	0.01 ( 0.13)	—	7.46 (100.00)
(a) Large Factories	7.87 ( 99.87)	0.01 ( 0.13)	—	7.88 (100.00)
(b) Small Factories	4.33 (100.00)	—	—	4.33 (100.00)

STATEMENT 8.3 (contd.)

1	2	3	4	5
2. West Bengal	8.13 (100.00)	— —	—	8.13 (100.00)
(a) Large Factories	9.21 (100.00)	— —	—	9.21 (100.00)
(b) Small Factories	3.25 (100.00)	— —	—	3.25 (100.00)
3. Residual	5.59 ( 91.19)	0.54 (8.81)	—	6.13 (100.00)
(a) Large Factories	7.37 ( 88.90)	0.92 (11.10)	—	8.29 (100.00)
(b) Small Factories	2.98 (100.00)	— —	—	2.98 (100.00)
4. All-India	6.98 ( 97.35)	0.19 ( 2.65)	—	7.17 (100.00)
(a) Large Factories	8.07 ( 97.11)	0.24 (2.89)	—	8.31 (100.00)
(b) Small Factories	3.34 (100.00)	— —	—	3.34 (100.00)

NOTE:—Figures within brackets are percentages.

It is evident from the Statement (8.3) that about 97 per cent of the cost under the item 'wages' related to basic wage and dearness allowance only while the rest was incurred in the shape of incentive/production bonus.

8.2.2. *Premium Pay for Overtime and Late Shifts.*—Under this group, only the premium part of pay for overtime, late shifts, work on holidays, etc., was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for overtime work, the extra amount paid to him, *i.e.*, one-half, was recorded against this item. The normal wages were included under the head 'wages'.

It would be seen from Statement 8.2 that premium payments for overtime work and late shifts accounted for a very small proportion (about 1 per cent) of the total labour cost per man-day worked. It varied from Re. 0.03 per man-day worked in the Residual Group to Re. 0.31 per man-day worked in West Bengal.

8.2.3 *Bonuses.*—Payments made in the form of festival, year-end, profit-sharing and any other similar type of bonus paid each year to the employees were recorded under this group. It would be seen from Statement 8.2 that the cost to the employers on account of such payments in the Industry amounted to Re. 0.70 per man-day worked and accounted for about 8 per cent of the total labour cost. Its proportion was the lowest in Maharashtra (5.2 per cent) and the highest in the Residual Group (11.5 per cent).

Further analysis of the bonus payments, based upon information collected, shows that the annual or year-end bonus constituted about 72.9 per cent of the cost on this account while profit-sharing bonus accounted for nearly 25.7 per cent. The rest of the bonus cost (*i.e.*, about 1.4 per cent) represented expenses on account of payments of festival bonus. In Maharashtra, however, the entire amount was in respect of year-end bonus.

8.2.4 *Other Payments in Cash and Money Value of Concessions in Kind.*—Other cash payments were those which were regularly made such as house rent allowance, travelling allowance, etc., and also *ex gratia* payments. Money value of concessions in kind included such items as free tea to staff, etc. Such payments being confined to a very few units constituted a negligible proportion of the total labour cost at the all-India level.

8.2.5 *Social Security Contributions.*—Information in respect of this component of labour cost was collected under two heads: (a) obligatory *i.e.*, those expenses which the employers were required to incur in compliance with

certain labour laws, and (b) non-obligatory, *i.e.*, those social security contributions which the employers were making on a voluntary basis without any legal compulsion. The Survey results show that the entire cost on account of this component related to obligatory social security contributions only and accounted for Re. 0.68 or nearly 7.3 per cent of the total labour cost per man-day worked, thus being next in importance only to 'wages' and 'bonuses'. Its proportion in the various centres of the Industry varied from about 5.5 per cent in West Bengal to about 8.1 per cent in Maharashtra. Details about the labour cost in respect of various items of social security contributions for which the data were collected are given in Statement 8.4.

STATEMENT 8.4

Estimated Cost of Social Security Contributions per Man-day Worked in the Soap Industry  
(1964)

Centre	Obligatory										Total	Non-Obligatory	Total for Obligatory and Non-obligatory	Percentage of Social Securities Contributions to the Total Labour Cost.
	Provident Fund	Retrenchment Compensation	Compensation for Lay-off	Employees State Insurance Contribution	Compensation for Employment Injury	Occupational Diseases	Maternity Benefits	Dependants Allowance	Other Social Programme	Gratuity				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Maharashtra	0.45 (59.21)	—	—	0.18 (23.68)	—	—	—	—	—	0.13 (17.11)	0.76 (100.00)	—	0.76	8.15
(a) Large Factories	0.50 (58.82)	—	—	0.20 (23.53)	—	—	—	—	—	0.15 (17.65)	0.85 (100.00)	—	0.85	8.58
(b) Small Factories	0.13 (100.00)	—	—	—	—	—	—	—	—	—	0.13 (100.00)	—	0.13	2.55
2. West Bengal	0.47 (78.33)	—	—	0.13 (21.67)	—	—	—	—	—	—	0.60 (100.00)	—	0.60	5.53
(a) Large Factories	0.54 (79.41)	—	—	0.14 (20.59)	—	—	—	—	—	—	0.68 (100.00)	—	0.68	5.46
(b) Small Factories	0.15 (68.18)	—	—	0.07 (31.82)	—	—	—	—	—	—	0.22 (100.00)	—	0.22	6.01
3. Residual	0.42 (65.63)	—	—	0.14 (21.87)	—	—	—	—	—	0.08 (12.50)	0.64 (100.00)	—	0.64	7.90
(a) Large Factories	0.58 (60.87)	—	—	0.22 (23.91)	—	—	—	—	—	0.14 (15.22)	0.92 (100.00)	—	0.92	8.37
(b) Small Factories	0.21 (84.00)	—	—	0.04 (16.00)	—	—	—	—	—	—	0.25 (100.00)	—	0.25	6.42
4. All-India	0.44 (64.71)	—	—	0.16 (23.53)	—	—	—	—	—	0.08 (11.76)	0.68 (100.00)	—	0.68	7.34
(a) Large Factories	0.52 (63.41)	—	—	0.19 (23.17)	—	—	—	—	—	0.11 (13.42)	0.82 (100.00)	—	0.82	7.59
(b) Small Factories	0.17 (80.95)	—	—	0.04 (19.05)	—	—	—	—	—	—	0.21 (100.00)	—	0.21	5.10

NOTE:—Figures within brackets are percentages to total.

It will be seen from the Statement (8.4) that the major item of expenditure in respect of obligatory social security contributions was employer's

contributions to provident fund which alone accounted for about 65 per cent of the total expenses on this account. The next important item was Employees' State Insurance Contributions which accounted for about 24 per cent of the labour cost on obligatory social security contributions. The remaining cost was on gratuity payments. No expenditure appears to have been incurred on retrenchment compensation, compensation for lay-off, employment injury and occupational diseases, maternity benefits and dependants' allowance during the reference period.

**8.2.6 Subsidies.**—Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restaurant and other food services, company housing, building funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (*i.e.*, Library, Reading Rooms etc.), Recreation Services, Sanitation (at work places), Drinking Water Facilities, Washing Facilities, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry, it was noticed that, in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately for the above mentioned items and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. Statement 8.5 gives details in respect of the cost on subsidies per man-day worked in the Soap Industry as revealed by the Survey.

## STATEMENT 8.5

Estimated costs of Subsidies per Man-day Worked in the Soap Industry  
(1964)

(In Rupees)

Centre	Medical and Health Care	Canteens	Restaurant and Other Food Services	Company Housing	Building Funds	Credit Union etc.	Creches	Educational Services	Cultural Services	Recreational Services
1	2	3	4	5	6	7	8	9	10	11
1. Maharashtra	0.07 (23.33)	0.09 (30.00)	—	—	—	0.01 (3.33)	0.02 (6.67)	—	*	0.02 (6.67)
(a) Large Factories	0.09 (26.47)	0.11 (32.35)	—	—	—	0.01 (2.94)	0.03 (8.83)	—	*	0.02 (5.88)
(b) Small Factories	—	—	—	—	—	—	—	—	—	—
2. West Bengal	0.38 (41.76)	0.41 (45.05)	—	—	—	0.05 (5.49)	—	0.02 (2.20)	*	0.01 (1.10)
(a) Large Factories	0.46 (42.20)	0.50 (45.87)	—	—	—	0.06 (5.51)	—	0.02 (1.83)	—	0.01 (0.92)
(b) Small Factories	—	—	—	—	—	—	—	—	0.01 (25.00)	—



STATEMENT 8.5 (contd.)

1	2	3	4	5	6	7	8	9	10	11
3 Residual	0.05 (23.81)	0.05 (23.81)	—	•	—	•	0.01 (4.76)	0.1 (4.76)	0.02 (9.52)	0.01 (4.76)
(a) Large Factories	0.08 (25.81)	0.08 (25.81)	—	—	—	•	0.01 (3.23)	•	0.05 (16.13)	0.01 (3.23)
(b) Small Factories	•	0.01 (14.28)	—	0.01 (14.28)	—	—	—	0.01 (14.29)	•	—
4. All-India	0.14 (34.14)	0.15 (36.58)	—	•	—	0.01 (2.44)	0.01 (2.44)	0.01 (2.44)	0.01 2.44	0.01 2.44
(a) Large Factories	0.18 (35.30)	0.19 (37.26)	—	—	—	0.02 (3.92)	0.02 (3.92)	0.01 (1.96)	0.01 (1.96)	0.1 (1.96)
(b) Small Factories	•	•	—	•	—	—	—	0.01 (14.29)	•	—

STATEMENT 8.5 (contd.)

(In Rupees)

Centre	Transport	Sanitation	Drinking water	Washing Facilities	Vacation Homes	Other Family Services	Rest Shelters	Other	Total	Percentage of Subsidies to total Labour Cost
1	12	13	14	15	16	17	18	19	20	21
1. Maharashtra	—	0.07 (23.33)	•	0.02 (6.67)	—	—	—	—	0.30 (100.00)	3.21
(a) Large Factories	—	0.07 (20.59)	•	0.01 (2.94)	—	—	—	—	0.34 (100.00)	3.43
(b) Small Factories	—	0.04 (50.00)	•	0.04 (50.00)	—	—	—	—	0.08 (100.00)	1.57
2. West Bengal	—	0.02 (2.20)	0.01 (1.10)	0.01 (1.10)	—	—	—	—	0.91 (100.00)	8.38
(a) Large Factories	—	0.02 (1.83)	0.01 (0.92)	0.01 (0.92)	—	—	—	—	1.09 (100.00)	8.76
(b) Small Factories	—	0.01 (25.00)	0.01 (25.00)	0.01 (25.00)	—	—	—	—	0.04 (100.00)	1.09
3. Residual	—	0.04 (19.05)	0.01 (4.76)	0.01 (4.76)	—	•	•	•	0.21 (100.00)	2.59
(a) Large Factories	—	0.06 (19.35)	0.01 (3.22)	0.01 (3.22)	—	•	•	•	0.31 (100.00)	2.82
(b) Small Factories	—	0.03 (42.86)	•	0.01 (14.29)	—	—	—	•	0.07 (100.00)	1.80
4. All-India	—	0.05 (12.20)	0.01 (2.44)	0.01 (2.44)	—	•	•	•	0.41 (100.00)	4.42
(a) Large Factories	—	0.05 (9.80)	0.01 (1.96)	0.01 (1.96)	—	•	•	•	0.51 (100.00)	4.72
(b) Small Factories	—	0.03 (42.85)	0.01 (14.29)	0.02 (28.57)	—	—	—	•	0.07 (100.00)	1.70

• Less than Re.0.005 per Man-day worked.

NOTE :—Figures within brackets are percentages to total.

The cost on subsidies amounted to Re. 0.41 per man-day worked, constituting about 4.4 per cent of the total labour cost in the Industry. This proportion was the highest in West Bengal (*i.e.*, about 8.4 per cent) and the lowest in the Residual Group (*i.e.*, 2.6 per cent). The proportion of this expenditure was higher in large factories.

The main item of expenditure was canteens which accounted for about 36.6 per cent of the total cost on subsidies. Medical and health care came next and formed about 34.1 per cent of the total cost on subsidies. The expenses incurred by employers on credit unions, creches, educational services, cultural services, recreation services, drinking water and washing facilities accounted for about 2.4 per cent each of the labour cost on subsidies and the rest was on sanitation. Absolutely no expenditure was reported to have been incurred on restaurant and other food services, building fund, transport and vacation homes.

**8.2.7 *Direct Benefits.***—Direct benefits are those benefits which are paid by the employers directly to the beneficiary without any intermediary or external agency on occasions like birth, death, marriage, etc. The Survey results show that expenses incurred by employers on this item were negligible at the all-India level.

**8.2.8 *Some Other Payments Related to Labour Cost.***—Under this group, expenses incurred by the employers on items like on-the-job medical services, cost of recruitment and remuneration paid to apprentices, etc., were recorded. The total cost incurred on account of these items amounted to a small sum of Re. 0.02 per man-day worked (Statement 8.2) at the Industry level.

**8.2.9 *Others***—Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items, were recorded. They related to the cost incurred by the employers on account of supply of protective clothings, pay of Welfare Officers, etc. The total cost incurred on account of these items amounted to Re. 0.12 per man-day worked (Statement 8.2) at the Industry level and constituted about one per cent of the total labour cost.

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## CHAPTER IX

### SUMMARY OF FINDINGS

On the basis of the returns received under the Factories Act, 1948, there were 86 Soap factories in the country during 1965 providing employment to 6,837 workers.

Data collected during the present Survey show that on 31st March, 1965, the estimated total number of persons employed in the Industry was about 9.3 thousand. Of these, nearly 78 per cent were 'Production and Related Workers', about 10 per cent were 'Clerical and Related Workers (including Supervisory)' and about 5 per cent each were engaged as 'Watch and Ward and Other Services' and 'Professional, Technical and Related Personnel'. The rest belonged to the 'Administrative, Executive and Managerial' group. The working force in the Industry consisted mainly of men. Child labour was entirely absent and the proportion of women employed was also negligible (about 3 per cent). Contract labour formed about 4 per cent of the total production workers employed in the Industry. All the workers employed in the Soap Industry were being paid on time-rate basis.

About 76 per cent of the directly employed 'Production Workers' in the Industry were permanent, about 12 per cent casual and nearly 11 per cent temporary. Employment of apprentices and *badlis* was negligible in this Industry. Distribution of directly employed 'Production and Related Workers' according to their length of service shows that nearly 24 per cent had put in less than one years' service, about 13 per cent between one and five years' service, about 15 per cent between five and ten years' service and the rest (*i.e.*, 48 per cent) had 10 years or more of service to their credit. Training and apprenticeship facilities were available to workers in only about 6 per cent of the units in the country and all of them had regular schemes for the purpose.

During March, 1965, the average daily earnings of the workers belonging to the groups 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' were Rs. 23.44 and Rs. 23.33 respectively. 'Clerical and Related Workers' earned, on an average, Rs. 15.04 per day and Watch and Ward Staff Rs. 6.84 per day.

Data collected under the Payment of Wages Act, 1936 show that, during 1965, the average daily earnings of all workers getting up to Rs. 400 per month were Rs. 7.53 in the Soap Industry.

Nearly 14 per cent of the Soap factories paid a separate dearness allowance to their workers and, in about 71 per cent of them, its payment was linked with the Consumer Price Index Numbers. Production/incentive bonus, night-shift allowance and house rent allowance were being paid in a very few factories in the Industry.

The practice of paying annual bonus was in vogue in nearly 65 per cent of the Soap factories in the country. The scheme was regular in about 68 per cent of the units. Festival bonus was being paid in about 16 per cent of the Soap factories in the Industry. About 2 per cent of the units paid profit-sharing bonus to workers.

About 80 per cent of the Soap factories in the country were working one shift daily, about 18 per cent had three shifts and the remaining about 2 per cent worked four shifts. All those factories which worked three or four shifts daily had a night shift as well and about three-fifths of them paid night shift allowance and/or provided certain amenities like free tea/coffee and reduced hours of work. The daily and weekly hours of work were found to be not more than 8 and 48 respectively in about 98 per cent of the factories. In the remaining about 2 per cent of the units, the daily hours of work were  $8\frac{3}{4}$  from Monday to Friday and  $4\frac{3}{4}$  on Saturday, so that the weekly hours were 48 in all. Rest interval for more than half an hour and up to one hour was allowed to workers in about 48 per cent of the factories and for more than one hour in about 28 per cent. In the remaining 24 per cent of the units, it was half an hour or less. The spread over did not exceed 10 hours in any factory.

About four-fifths of the units where workers were obliged to work in a standing position had provided seats for them. Though latrines had been provided by all the Soap factories, urinals existed in only about two-thirds of them.

With the solitary exception of a small factory surveyed in the Residual Group all other soap factories in the country were found to be granting earned leave to their employees which was generally in accordance with the provisions of the Factories Act. Statistics collected show that nearly 76 per cent of the workers availed themselves of earned leave during 1964 and about 47 per cent of them took leave for a period of more than 15 days. The system of granting casual leave and sick leave with pay was found to be in vogue in about 14 and 12 per cent of the Soap factories respectively. The Survey has further shown the existence of a wide-spread practice of granting national and/or festival holidays with pay in the Soap Industry. It is estimated that this practice existed in nearly 89 per cent of the factories. All the Soap factories in the country allowed a weekly day of rest to their workers.

Drinking water facility, mostly in the form of water taps and or earthen pitchers, existed in all the Soap factories surveyed. However, in about 11 per cent of the factories, the drinking water points were found to be located within the prohibited distance from the latrines and urinals. Though only about 12 per cent of the factories were obliged to supply cool water in summer, in actual practice such arrangements existed in 87 per cent of the units. Washing facilities were available in about 78 per cent of the Soap factories in the country. About 38 per cent of the factories in the Industry had made provision for bathing facility.

About 12 per cent of the Soap factories in the country, all of them being large sized, were under a statutory obligation to provide canteens and all of them had fulfilled this obligation. Since some Soap factories in the country, even though employing less than 250 workers, had also provided canteens, the proportion of the factories in the country where canteens existed is estimated to be about 20 per cent. Besides the sale of tea, coffee and snacks, arrangements for serving meals also existed in about 50 per cent of the canteens. Nearly 70 per cent of the canteens were being run by the managements, 21 per cent by co-operators and the rest by workers on a co-operative basis. Although Canteen Managing Committees were found to be functioning in about 41 per cent of the Soap factories having canteens, these committees had been made responsible for fixing prices of articles sold in only about 30 per cent of the units.

About 12 per cent of the Soap factories in the country were under a *statutory obligation to provide creche facilities and all of them fulfilled this obligation*. Locker facilities existed in about 12 per cent of the Soap factories in the country. Of the factories employing more than 150 workers, none had provided rest shelters because they were having canteens and were in the exempt category. However, about 10 per cent of the factories had provided the facility voluntarily.

Recreation facilities in the form of indoor and outdoor games, film shows, etc., existed in only about 10 per cent of the Soap factories in the country. None of the factories surveyed was running any school for the education of its workers' children.

Only about 10 per cent of the units in the Soap Industry had attached hospitals or dispensaries and about half of the factories obliged to maintain ambulance rooms had complied with the law. First-aid boxes were being kept in nearly 89 per cent of the units in the Industry but only about one-third of them were under the charge of trained first-aiders. In approximately one fourth of the factories providing such boxes, the contents of the boxes were found to be complete.

Nearly 15 per cent of the Soap factories in the country were providing housing accommodation to their workers and most of it was in the shape of one-room tenements. The benefit was, however, not very extensive as only about two per cent of the total working force in the Industry had been housed. Nearly 87 per cent of the factories providing houses were not charging any rent from their employees.

Approximately 78 per cent of the Soap factories in the country had introduced provident fund schemes and, in all of them, the provident funds had been set up under the Employees' Provident Fund Scheme framed by the Government of India in 1952. About 77 per cent of the workers in the Industry were members of various provident funds as on March 31, 1965. Pension schemes were not common in the Industry. Only one large factory in Maharashtra provided this benefit. Gratuity was however, being paid in nearly 14 per cent of the Soap factories in the country. Data collected in respect of industrial accidents show that, during 1964, the accident rate in the Industry was about 82 per thousand workers employed. Nearly all the accidents were minor ones causing temporary disabilities.

Trade Unions existed in roughly 27 per cent of the Soap factories in the country and about 61 per cent of the workers were members thereof. The managements of all the factories in which trade unions were functioning had accorded recognition to some or all the unions. All trade unions were registered.

It is estimated that since 1956 and till the time of the Survey, only about 27 per cent of the Soap factories in the country had concluded collective agreements with their employees.

Of the units which were under a statutory obligation to frame Standing Orders, nearly 85 per cent had complied with the law. Besides, some of the factories which were under no legal obligation, had also framed Standing Orders. Thus, it is estimated that at the time of the Survey, nearly 25 per cent of all factories had framed Standing Orders. Of the factories under a legal obligation to appoint Labour/Welfare Officers, all had fulfilled their obligation. One of the factories in West Bengal, though under no

obligation, had also appointed such Officers. It is, thus, estimated that, in the Industry as a whole, such Officers had been appointed in about 10 per cent of the Soap factories. Of the factories under a legal obligation to constitute Works or Joint Committees, only about 44 per cent had done so. None of the small factories and the factories surveyed in West Bengal had any such Committees. Very few factories in the country had constituted other committees like Safety Committee, Welfare Committee, etc. A prescribed grievance procedure existed in only about 25 per cent of the Soap factories, *i.e.*, in all those which had framed Standing Orders. As regards schemes for associating workers with the management, no establishment was found having introduced the same.

Data relating to labour cost in respect of workers covered under the Factories Act and receiving less than Rs. 400 per month show that, during the calendar year 1964, the labour cost in the Industry was Rs. 9.27 per man-day worked. It was the highest in West Bengal (Rs. 10.86) and the lowest in the Residual Group of factories (Rs. 8.10). Wages, *i.e.*, basic wages, dearness allowance and incentive payments, if any, was the main component of labour cost and accounted for about 77 per cent of it. Bonuses and social security contributions came next and accounted for about 7.6 and 7.3 per cent of the total labour cost respectively. Expenses falling under the group 'Subsidies' constituted about 4.4 per cent of the total labour cost. The main items of expenditure under subsidies were canteens, medical and health care and sanitation.

Salient features of the Soap factories in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement 9.1

STATEMENT 9.1  
Salient Features of the Soap Industry

Particulars							Estimates for the industry, as a whole
1							2
<b>I. Employment</b>							
<b>TOTAL</b>	--	--	--	--	--	--	9,306
Of which Production and Related Workers							78%
Others	--	--	--	--	--	--	22%
Women Labour	--	--	--	--	--	--	3%
<i>Production Workers (Total)</i>	---	---	---	---	---	---	7,254
Of which Time-rated	---	---	---	---	---	---	100%
Piece-rated	--	--	--	--	--	--	—
Employed through Contractors	--	--	--	--	--	--	4%
<i>Production Workers Employed Directly (Total)</i>	---	---	---	---	---	---	4,987
Of which permanent Workers	--	--	--	--	--	--	76%
Workers with service of 10 years and more	--	--	--	--	--	--	48%
<b>II. Wages and Emoluments</b>							
Average daily earnings of							
(i) All Workers (1965)	--	--	--	--	--	--	Rs.7.53
(ii) Professional, Technical and Related Personnel (March, 1965)	--	--	--	--	--	--	Rs.23.44
(iii) Administrative, Executive and Managerial Personnel (March, 1965)	--	--	--	--	--	--	Rs.23.33

## STATEMENT 9.1 (contd.)

	1	2
(iv) Clerical and Related Workers (including Supervisory) (March, 1965)	—	Rs.15.04
(v) Watch and Ward and Other Services (March, 1965)	—	Rs.6.84
<i>Proportion of</i>		
Factories paying separate dearness allowance	— — —	14%
Factories in which the dearness allowance was linked with the Consumer Price Index Number*	— — —	71%
Factories paying production/Incentive Bonus	— — —	6%
Factories paying annual bonus	— — —	65%
Factories paying festival bonus	— — —	16%
<b>III. Hours of Work etc. (Proportion of)</b>		
Factories where daily hours of work were 8 or less	— — —	98%
Factories where weekly hours of work were 48 or less	— — —	100%
Factories where spread-over was up to 9½ hours	— — —	100%
Factories where rest-interval was up to one hour	— — —	72%
<b>IV. Leave and Holidays with Pay (Proportion of units granting)</b>		
Earned leave	— — —	94%
Sick leave	— — —	12%
Casual leave	— — —	14%
National and Festival Holidays	— — —	89%
Weekly off	— — —	83%
<b>V. Welfare and amenities (Proportion of units providing)</b>		
Seating arrangement (out of those where workers had to do work standing)	—	80%
Drinking water facility.	— — —	00%
Washing facility	— — —	78%
Rest shelters	— — —	10%
Canteens	— — —	20%
Creches	— — —	4%
Latrines	— — —	100%
Urinals	— — —	66%
Labour/Welfare Officers	— — —	10%
First-aid boxes	— — —	89%
Ambulance room	— — —	4%
Recreation facilities	— — —	10%
Educational facilities	— — —	—
Housing facility	— — —	15%
		(2%) †
<b>VI. Social Security (Proportion of units having)</b>		
Provident fund schemes	— — —	78%
Pension schemes	— — —	2%
Gratuity schemes	— — —	14%
Proportion of workers covered under Provident Fund Schemes	—	77%

\* Out of those paying separate dearness allowance.

† Indicates percentage of workers housed.

## STATEMENT 9.1 (contd.)

	1	2
<b>VII. Accident Rate</b> (Per thousand workers employed)	—	82
<b>VIII. Industrial Relations</b>		
Factories having trade unions	—	27%
Proportion of workers who were members of trade unions	—	61%
Units having concluded collective agreements	—	27%
Factories having Standing Orders	—	25%
Factories having Works/Joint Committees	—	6%
<b>IX. Labour Cost</b>		
Labour Cost per Man-day Worked during 1964	—	Rs. 9.27



## APPENDIX

### A brief Note on the Sample Design and the Method of Estimation Adopted

#### 1. Sample Design

For the Survey of Labour Conditions, a multistage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent error at 95 per cent confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Soap Industry it was chosen as 90 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent from the upper size group and  $12\frac{1}{2}$  per cent from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample size had not been inflated substitution was done to replace the sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample sizes were more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closure was 50 per cent or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Soap factories was the list of registered factories for the year 1963.\*

## 2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are high correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total (for all-India) of a particular characteristic not correlated with employment in the industry has been obtained as:--

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N_l - N'_l}{n_l - n'_l} \sum_i X_{il} \dots \dots \dots (1)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $X$  = the estimated total of the  $X$ —characteristic for a particular stratum.

$N_u$  and  $N_l$  = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.

$N'_u$  and  $N'_l$  = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively of the stratum.

$n_u$  and  $n_l$  = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.

$n'_u$  and  $n'_l$  = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.

\*For Andhra Pradesh and Maharashtra list relates to the year 1962.

$X_{iu}$  and  $X_{il}$  = the total of the characteristic  $X$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

In any stratum/industry the estimate for the characteristic— $Y$  correlated with employment is given by.

$$Y = \frac{\sum_{i=1}^E \frac{N_u - N'_u}{n_u - n'_u} Y_{iu} + \sum_{i=1}^E \frac{N_l - N'_l}{n_l - n'_l} Y_{il}}{E} \dots \dots \dots (ii)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $Y$  = the estimated total of the characteristic— $Y$  for the particular stratum.

$\sum_{i=1}^E N_u - N'_u$  and  $\sum_{i=1}^E N_l - N'_l$  = the total employment in 1963 in  $N_u - N'_u$  and  $N_l - N'_l$  units respectively, of the stratum.

$\sum_{i=1}^E n_u - n'_u$  and  $\sum_{i=1}^E n_l - n'_l$  = the total employment in 1963 in  $n_u - n'_u$  and  $n_l - n'_l$  sampled units respectively of the stratum.

$Y_{iu}$  and  $Y_{il}$  = the total of characteristic  $Y$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

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## PUBLISHED REPORTS ON SURVEY OF LABOUR CONDITIONS

Sl. No.	Symbol	Title of the Report	Year of publication	Price
1	2	3	4	5
1. DLB-41/1000		Report on Survey of Labour Conditions in Silk Factories in India.	1964	Rs. 5.50 P. or 12 Sh. 10 d. or 18 98 cents.
2. DLB-46/1000		Report on Survey of Labour Conditions in Woollen Factories in India.	1964	Rs. 3.60 P. or 8 Sh. 5 d. or 18 30 cents.
3. DLB-45/850		Report on Survey of Labour Conditions in Agricultural Implements Factories in India	1964	Rs. 3.20 P. or 7 Sh. 6 d. or 18 16 cents.
4. DLB-53/1050		Report on Survey of Labour Conditions in Machine Tool Factories in India.	1965	Rs. 4.20 P. or 9 Sh. 10 d. or 18 52 cents.
5. DLB-56/850		Report on Survey of Labour Conditions in Bicycle Factories in India.	1965	Rs. 3.55 P. or 8 Sh. 4 d. or 18 28 cents.
6. DLB-55/900		Report on Survey of Labour Conditions in Bolts, Nuts, Nails Springs and Chains Factories in India.	1965	Rs. 3.85 P. or 9 Sh. or 18 39 cents.
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8. DLB-71/800		Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India.	1965	Rs. 2.80 P. or 6 Sh. 7 d. or 18 1 cent.
9. DLB-61/950		Report on Survey of Labour Conditions in Cement Factories in India.	1965	Rs. 3.20 P. or 7 Sh. 6 d. or 18 16 cents.
10. DLB-60/800		Report on Survey of Labour Conditions in Rubber Plantations in India.	1965	Rs. 4.40 P. or 10 Sh. 4 d. or 18 59 cents.
11. DLB-62/800		Report on Survey of Labour Conditions in Metal Extracting and Refining Factories in India.	1965	Rs. 4.20 P. or 9 sh. 10 d. or 18 52 cents.
12. DLB-40/1050		Report on Survey of Labour Conditions in Jute Factories in India.	1965	Rs. 6.25 P. or 14 Sh. 7 d. or 28 25 cents.
13. DLB-68/800		Report on Survey of Labour Conditions in Metal Founding Factories in India.	1966	Rs. 3. 15 P. or 7 Sh. 5 d. or 18 14 cents.
14. DLB-70/950		Report on Survey of Labour Conditions in Motor Vehicle Manufacturing and Repairing Factories in India.	1966	Rs. 4.00 P. or 9 Sh. 4 d. or 18 44 cents.
15. DLB-87/800		Report on Survey of Labour Conditions in Railway Workshops in India.	1966	Rs. 3.15 P. or 7 Sh. 5 d. or 18 14 cents

1	2	3	4	5
16.	DLB-74/800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966	Rs. 3.40 P. or 8 Sh. or 1\$ 23 cents.
17.	DLB-109/800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967	Rs. 4.85 P. or 11 Sh. 4 d. or 1\$ 75 cents.
18.	DLB-97/800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967	Rs. 4.30 P. or 10 Sh. 1 d. or 1\$ 55 cents.
19.	DLB-113/700	Report on Survey of Labour Conditions in Gold Mines in India.	1967	Rs. 2.70 P. or 6 Sh. 4 d. or 98 cents.
20.	DLB-78/950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967	Rs. 7.00 P. or 16 Sh. 4 d. or 2\$ 52 cents.
21.	DLB-105/800	Report on Survey of Labour Conditions in Coffee Plantations in India.	1967	Rs. 3.45 P. or 8 Sh. 1 d. or 1\$ 25 cents.
22.	DLB-112/950	Report on Survey of Labour Conditions in Sugar Factories in India.	1967	Rs. 4.50 P. or 10 Sh. 6 d. or 1\$ 62 cents.
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24.	DLB-118/900	Report on Survey of Labour Conditions in Coal Mining Industry in India.	1968	Rs. 7.75 P. or 18 Sh. or 2\$ 79 cents.
25.	DLB-107/800	Report on Survey of Labour Conditions in Iron Ore Mining Industry in India.	1968	Rs. 3.60 P. or 8 Sh. 5 d. or 1\$ 30 cents.
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27.	DLB-138/800	Report on Survey of Labour Conditions in Glass Factories in India.	1969	Rs. 8.50 P. or 19 Sh. 10 d. or 3\$ 6 cents.
28.	DLB-134/750	Report on Survey of Labour Conditions in Artificial Manure Factories in India.	1969	Rs. 6.85 P. or 16 Sh. or 2\$ 47 cents.
29.	DLB-143/800	Report on Survey of Labour Conditions in Hydrogenated Oil Factories in India.	1969	Rs. 4.15 P. or 9 Sh. 9 d. or 1\$ 50 cents.
30.	DLB-137/800	Report on Survey of Labour Conditions in Fine & Pharmaceutical Chemical Factories in India.	1969	Rs. 6.25 P. or 14 Sh. 7 d. or 2\$ 25 cents.
31.	DLB-140/800	Report on Survey of Labour Conditions in Cigarette Factories in India.	1969	Rs. 2.90 P. or 6 Sh. 10 d. or 1\$ 5 cents.
32.	DLB-136/800	Report on Survey of Labour Conditions in Footwear Factories in India.	1969	Rs. 6.50 P. or 15 Sh. 2 d. or 2\$ 34 cents.
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34.	DLB-145/800	Report on Survey of Labour Conditions in Tanning and Leather Finishing Factories in India.	1969	Rs. 6.50 P. or 15 Sh. 2 d. or 2\$ 34 cents.





